

DEPARTMENT OF ELECTRONIC & COMMUNICATION ENGINEERING
2018-19

Sl. No	Name of the outgoing students placed	Organization in which placed	Package committed per annum in INR	Page no
1	Hemanth Kumar B S	ACCENTURE	375000	7
2	Shahid Raza	ACCENTURE	375000	14
3	Shubhang D Kulkarni	ACCENTURE	375000	21
4	Shweta B	ACCENTURE	375000	28
5	Tejas K B	ACCENTURE	375000	35
6	Veeresh	ACCENTURE	375000	39
7	Basavaraj	ACCENTURE	375000	46
8	Kadaparthi Varun Rao	AMADEUS	834464	53
9	Prajna N Holla K	AMADEUS	834464	56
10	Ronak	WESTERN DIGITAL	1250000	60
11	Amogh A Joshi	LOGMEIN SYSTEMS INDIA PRIVATE LTD	500000	68
12	Ananya M B	BOSCH	500000	72
13	Aneesh K N	APPLIED MATERIALS	820037	86
14	Jeevan D'souza	AURIGO SOFTWARE PVT LTD	700000	98
15	K.Sowmya	BOSCH	500000	103
16	Manjunath Raveendra Kambar	TCS DIGITAL	336875	107
17	Pavan Kalyan K	BOSCH	500000	122
18	Rakesh Gourani	BOSCH	500000	123
19	Rohit P	WESTERN DIGITAL	1250000	128
20	Ruthuja S Urs	BOSCH	500000	136
21	Sangameshwar V	BOSCH	500000	143
22	Srihari H N	BOSCH	500000	148
23	Subramanya G C	ACCENTURE	375000	158
24	Swasthik B	BOSCH	500000	165
25	Vardhini V Hebballi	BOSCH	500000	171
26	Vemula Jaswanth Krishna	BOSCH	500000	176
27	Venkatesh Prasad	BOSCH	500000	178
28	Rameshwari Ng	QUALCOMM	1049132	179
29	Neha Misba A K	BOSCH	500000	189
30	Varsha U	BOSCH	500000	193
31	Nayana R	BOSCH	500000	197
32	Vinay S G	BOSCH	500000	202
33	Bhargavi Naik	DELOITTE	500004	207
34	C V Lekha	TCS	336875	231

35	Grahalaxmi Bhat	CISCO	408000	250
36	Meghana P	CISCO	408000	259
37	Prajwal M J	HP	240000	269
38	Sumedha S	EXTREME NETWORKS	820000	276
41	Vikas K M	ARM	900000	284
42	Muthu Kumar R	CORE EL	385580	285
43	Balachandra H N	DELOITTE	500004	288
44	Bharath V N	DELOITTE	500004	301
45	Harish M	DELOITTE	500004	308
46	Murugendra Bandrad	DELOITTE	500004	310
47	Shimone P Vyas	DELOITTE	500004	312
48	Sanjana M	DELOITTE	500004	316
49	Kiran V	EXTREME NETWORKS	820000	318
50	Shashank Rao M	HPE	800000	321
51	Anagha C	HPE	800000	337
53	Anurag K S	INCTURE	550000	354
54	Surabhi.C	INCTURE	550000	362
55	Mahmadjuned Rasoolasabanavar	TCS	336875	364
56	Rohan R	TCS	336875	367
57	Vineet Veeresh Kiragi	VOLVO GROUP	425000	385
58	Yathish Kumara M V	ACCENTURE	375000	392
59	Abhishek P	ACCENTURE	375000	395
60	Rakesh Ds	ACCENTURE	375000	402
61	Aarif Ibrahim B	IVY	1500000	409
62	Akhilesh	L&T TECH SERV	400020	411
63	Darshan Singh S	L&T TECH SERV	400020	416
64	Jnaneshkumar S	L&T TECH SERV	400020	419
65	Karthik P K	L&T TECH SERV	400020	422
66	Niharika U H	L&T TECH SERV	400020	427
67	Sonadarshan N G	L&T TECH SERV	400020	430
68	Vaishnavi M	L&T TECH SERV	400020	436
69	Sujith Kumar V	L&T TECH SERV	400020	442
70	Manoj R Poojari	TCS	700024	445
71	Jeevitha.P.Swamy	MUSIGMA	2100000	459
72	Kruthi M	NATIONAL INSTRUMENTS	1050000	471
73	Sharath K R	ONETRUST	500000	476
74	Sohan N	ONETRUST	500000	481
75	Syed Abdussami	ONETRUST	500000	485
76	Rahul C	ONETRUST	500000	490
77	Jithesh J	ORACLE	600000	502



78	Savitha Acharya N	SABRE	941460	504
79	Menita Maheshkumar Patil	SCHNEIDER	300000	505
80	Divya N Sahetya	SIEMENS	550000	509
81	Manjunath V Desai	SIEMENS	550000	512
82	Manoj M S	SIEMENS	550000	515
83	Nisarga N C	SIEMENS	550000	518
84	Rajshekhargouda Patil	SIEMENS	550000	521
85	Venkatesh Gangappa Uttur	SIEMENS	550000	524
86	Nikhitha H Jagadeesh	SIEMENS	550000	527
87	Mamatha Rg	ACCENTURE	375000	528
88	Kavya.R	ACCENTURE	375000	535
89	Devanshu Kshatri	TCS DIGITAL	700024	539
90	Pavan A V	HPE	800000	557
91	Manasa B	Bosch	350004	563
92				
93	M H Abhishek	NATIONAL INSTRUMENTS	400020	
94	Ranganatha Gowda S J	L&T TECH SERV	400020	
95	Ashrut Burli	TATA ELXSI	400000	
96	K Sanjay Nayak	TATA ELXSI	400000	
97	Shashidhara S K	SABRE	941460	
98	Shivarajakumara K	ACCENTURE	375000	
99	Veena M	ACCENTURE	375000	
100	Rudraswamy S U	TCS	336875	
101	Ayesha Fathima	TCS	336875	
102	Chethan P	TCS	336875	
103	Chethana H N	TCS	336875	
104	I Sujay	DELOITTE	500004	
105	Murali Ramu	CYPRESS	470000	
106	Vivek Ranjan	CISCO	408000	
107	Nagendraprasad S	HP	240000	
108	A Shivani Poovaiah	DELOITTE	500004	
109	Harshitha	BOSCH	500000	
110	Varuni V	BOSCH	500000	
111	Manasa B	BOSCH	500000	
112	Shashank S Ekhelikar	ACCENTURE	375000	
113	Sanjana B M	ACCENTURE	375000	
	Sai Rishab H S	BOSCH	500000	

Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ,
SERIALNUMBER=09c71f474300504075d330f7df6ea45d76c824f
43c67a40809f0f1442095f7e74-S=Kannataka, PostalCode=570006
Phone=662cdca97e4d1a62b9971dd89f89c15c36e9252e3ca1
b465469e38bd65801, O=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

**BE YOURSELF,
 MAKE A DIFFERENCE.**

Accenture

Strictly Private and Confidential

19-Mar-2019

HEMANTH KUMAR Byadarahally siddalah ✓
 #76, Byadarahally, Channarayana taluk, Hassan District
 9686215023

Dear HEMANTH,

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;

Version 10.0 (Feb 2019)

1

Candidate's Signature *Hemant Kumar B.S*

Signature Not Verified

SOKKALINGAM ARUNACHALAM DHANARAJ
 CINSOKKALINGAM ARUNACHALAM DHANARAJ
 SERIALNUMBER: 0671274390501233007096ea45d76c824f
 DOB: 1996-03-10, Gender: Male, Place: Mysore, PostalCode: 570005,
 District: Mysore, State: Karnataka, Country: IN, O-JSS SCIENCE AND
 TECHNOLOGY UNIVERSITY

02.02.2024 22:35

Reference Id: 6e94f701-1db1-4c22-938d-3e006e94f701
 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 the pre 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.

Version 10.0 (Feb 2019)

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Candidate's Signature
Signature Not Verified

SOKKALINGAM ARUNIM DHANARAJ
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SERIALNUMBER=0907174390901233007096ea45d76c824f
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Phone=963030587443485824, 963030587443485824
b485489e38d95809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, CN=

02.02.2024 22:35

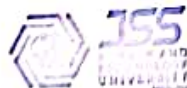
After accepting this Offer, we encourage you visit Countdown to the Company-
<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

Yours sincerely,

Mohan Sekhar

(Insert full legal name)



3

Signature Not Verified

SOKKALINGAM ARUMUGHAN DHANARAJ
CN=SOKKALINGAM ARUMUGHAN DHANARAJ,
SERIALNUMBER=09c71c7430050420103b07d5ea45d76c824f
63c67a08099d41420957fa S=118480a, PostalCode=570004
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b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

COMPENSATION & BENEFITS

COMPENSATION & BENEFITS

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

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

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

- 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.

• **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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SOKKALINGAM ARUMUGHAM DHANARAJ
CN=SOKKALINGAM ARUMUGHAM DHANARAJ,
SERIALNUMBER=09c7f143005042d030b7d7dea45d7c824f
43c67ad0801141420957ae59214bafakata, PostalCode=570004
Phone=656296974c3ae38871dd891b99c15c36e9252e3ca3
b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

10

Note: For International Worker Only*

*As defined by applicable law from time to time.

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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.



Version 10.0 (Feb 2019)

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Candidate's Sig
Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
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NUMBER=09c7f1c7430f0504d203b0bf7d6fae45d76c824f
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b465469e38d65809;OU=REGISTRAR,O=JSS SCIENCE AND
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.

Version 10.0 (Feb 2019)

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Candidate's Signature

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SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ,
SERIALNUMBER=09c71c7430050401d30bf7df6fe45d76c824ff
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Phone=68029c897fae369271d89f89c1536e929e33ca,
b465469e38d965809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

Shahid Raza

4JCL15EC090

E&C



Strictly Private and Confidential

10-Apr-2019

Shahid Raza ✓

329,8th cross Siddiqui Nagar Bannimantap B layout Mysore - 570015
8095579230

Dear Shahid,

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 _____
Signature Not Verified

Reference Id: ac437122-ddbd-403b-8379-c333e9ed1921
Signed By: Mohan Sekhar

SOKKALINGAM ARUNIM DHANARAJ
CNS/SOKKALINGAM ARUNIM DHANARAJ
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43c67408090841220957ae/Sokkalingam, PostCode=570006,
Phone=08202058744, Email=arunim.dhanaraj@jss.ac.in
JSS ACADEMY OF HIGHER EDUCATION AND RESEARCH
02.02.2024 22:35

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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.

Version 10.0 (Feb 2019)

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Signature

SOKKALINGAM ARUNAM DHANARAJ
CNS-SOKKALINGAM ARUNAM DHANARAJ
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Phone=96503058714c1a058a011488f0b6c15c3a67253a1
b465489c38d95809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, CN

02.02.2024 22:35



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.



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.



Version 10.0 (Feb 2019)

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Candidate's Signature _____

Signature Not Verified

SOKKALINGAM ARUNIM M DHANARAJ
CNSOKKALINGAM ARUNIM M DHANARAJ
SERIALNUMBER=09C73C74390505293300F706ea45d76c824f
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b485489e38d965809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, CN

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accenture

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ECE 'A'.

25-Apr-2019

Orchid Heights, B-Wing, Flat No.503, Priyadarshini Colony, Near Mahesh P.U. College, Hubli-580030
9008483453

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:

Talent Segment - Software Engineering

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

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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:



1

Candidate's Signature
Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ,
SerialNumber=09c71c743005042103f0b7dfe6a45d76c824f
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TECHNOLOGY UNIVERSITY, CN

Reference Id: 6821f53d-5124-4853-9fc8-729a95c3bcd0
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 the pre 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.

Version 10.0 (Feb 2019)

2

Candidate's Signature _____

Signature Not Verified

SOKKALINGAM ARUNACHALAM DHANARAJ
CNS-SOKKALINGAM ARUNACHALAM DHANARAJ
SERIALNUMBER=19071274390901233007096ea45d76c824f
43c67408090841420957ae/Sokkalingam, PostCode=570006,
Phone=96503058714344858241488989613536972333a1
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TECHNOLOGY UNIVERSITY, CN=

02.02.2024 22:35

23

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.

Version 10.0 (Feb 2019)

4

Candidate's Signature _____
Signature Not Verified

SOKKALINGAM ARUNJAN M DHANARAJ
CNS-SOKKALINGAM ARUNJAN M DHANARAJ
SERIALNUMBER:090716743909051233007096ea45d76c824f
43c67408090841420957ae/Sokkalingam, PostCode=570006,
Phone=96303058744c4a8b8a4f1488f8b6c15c3a6753a3a1
b465489c38a95809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, CN

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.

Version 10.0 (Feb 2019)

7

Candidate's Signature _____



Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
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b465469e389a65809,OU=REGISTRAR,O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY,C=IN

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Shweta . B

4JC15EC098

E&C

21-Mar-2019

Shweta Badiger ✓

Shilpashree ,Teachers colony,M P Prakash nagar,Hospet
8762032304

Dear Shweta,

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:



Version 10.0 (Feb 2019)

1

Signature Not Verified

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TECHNOLOGY UNIVERSITY,OU=JSS

02/02/2024 22:35

Reference Id: d6c2f3f6-e6c8-4130-be92-a44223c44c2b_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 the pre 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.
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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.



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.

Version 10.0 (Feb 2019)

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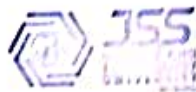
Candidate's Signature _____
Signature Not Verified



SOKKALINGAM ARUNACHALAM DHANARAJ
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SERIALNUMBER:0907167439090100033007096a45d76c824f
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Phone=08205087844, Email=sokkalingam@jss.ac.in
b465489e38d95809, OU-REGISTRAR, O-JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, CH
02.02.2024 22:35

-

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.



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.



Version 10.0 (Feb 2019)

7

Candidate's Signature _____

Signature Not Verified

SOKKALINGAM ARUNACHALAM DHANARAJ
CN=SOKKALINGAM ARUNACHALAM DHANARAJ, O=AKA
SERIALNUMBER=09C7A74390501293300F706ea45d76c824f
43c6744080908414209578e/Sokkalingam, PostCode=570006,
Phone=9603010874, c=IN, o=JSS Science and Technology University, ou=REGISTRAR, ou=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, cn
02.02.2024 22:35

8

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

12-Mar-2019

Strictly Private and Confidential

Name : Tejal K. B.
USN : 4JCISEC107
Branch : E & C

TEJAS Kolavage Basappa ✓

#810, shiva krupa, JSS 2nd layout, lalithadripura post, near tribble tank, Mysuru.
8867058197

Dear TEJAS,

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:



Version 10.0 (Feb 2019)

1

Candidate's Signature
Signature Not Verified

SOKKALINGAM ARUNACHAL DHANARAJ
CNS/SOKKALINGAM ARUNACHAL DHANARAJ
SERIALNUMBER:090716743909051233007096ea45d76c824f
43c67408090941420957ae/Sokkalingam, PostCode=570006,
Phone:9845310487, Email:arunachal.dhanaraj@accenture.com, O-JSS SCIENCE AND
TECHNOLOGY

Reference Id: efec02e-e886-4780-aaaf-da1a0cd8214c
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:

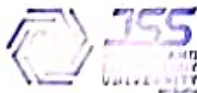
Mohan Sekhar

Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Centers, India

[Insert full legal name]



•



- 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.

- 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.

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 _____

ure Not

SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ
CIN=1420957061
PHONE=652426976
OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN

Veeresh
EC-B
4JCISEC115



Strictly Private and Confidential

28-Feb-2019

Veeresh Jawall ✓
at post nimbarga tq aland dist gulbarga.
7815875144

Dear Veeresh,

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:



Version 10.0 (Feb 2019)

1

Candidate's Signature _____

Signature Not Verified

Reference Id: 63f9494d-cfe1-437d-88e7-2247a0000000
Signed By: Mohan Sekhar

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 the pre 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.



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.

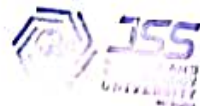
Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as 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.



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.



Version 10.0 (Feb 2019)

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Candidate's Signature _____

Signature Not Verified

SOKKALINGAM ARUNACHAL DHANARAJ
CNS-SOKKALINGAM ARUNACHAL DHANARAJ
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43c67408090841420957ae/Sokk, Mysuru, PostalCode=570006,
Phone=960501087444080505123300F706ea45d76c824f
b485489e38d485809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, CN

02.02.2024 22:35

BE YOURSELF, MAKE A DIFFERENCE.



Strictly Private and Confidential

28-Feb-2019

Basavaraj Harlyn

Gopunayak thanda post : Hattikuni district: yadagiri -585202
8970990105

Dear Basavaraj,

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:



Version 10.0 (Feb 2019)

1

Candidate's Signature

Basavaraj

Signature Not Verified

Reference Id: 879d0f76-dec7-4b24-8c02-18e5d9a1b5b9
Signed By: Mohan Sekhar

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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 the pre 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.



Version 10.0 (Feb 2019)

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Candidate's Signature

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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 Bonofits	
Gratuity as per law[#]	5,290
Insurance Premium (notional value)	3,776

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

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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Candidate's Signature



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Exhibit A

COMPENSATION LETTER

The Employee shall be entitled to receive compensation in accordance with the terms set forth in this Compensation Letter for any and all the services of every nature rendered and to be rendered by the Employee in connection with his employment with the Company as laid down in this Agreement in India. The Employee shall be bound by the terms and conditions set forth in this Agreement.

Name	Kadaparthi Varun Rao
Designation	Software Engineer Trainee
Level	L1A
Location	Bangalore

MONTHLY COMPENSATION STRUCTURE	Rs.
Basic	18750
HRA	7500
Bonus / Ex-gratia (if any) *	1500
Special Allowance	31600
TOTAL BASE SALARY (A)	59350
Provident Fund (Company Contribution)	2250
Gratuity	900
TOTAL RETIRALS (B)	3150
MONTHLY CTC (A+B)	62500
ANNUAL Gross Fixed Salary (D)	750000
ANNUAL Bonus – Target (E)**	85464
Total CTC (D+E)	835464

Leetha Prajesh

Senior Manager- People and Culture
Recruitment and Compensation & Benefits

Note: * Bonus and Ex – Gratia, if any – This component will be paid on a quarterly basis and adjusted against any statutory bonus payout, if applicable Employee contribution towards ESI, if applicable as per government regulations, will be reflected under deductions in the monthly pay-slip

** Annual Bonus is determined by individual and company performance. The break-up mentioned here constitutes the 'maximum' of individual performance (8%) and 'on target' company performance (4%), the total constituting 12% of annual base salary. The annual bonus component is paid out in April every year for eligible employees

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STRICTLY PRIVATE AND CONFIDENTIAL

Welcome to Amadeus!!

Your annual Gross Fixed Salary will be **INR 7,50,000 (Rupees Seven Lakh(s) and Fifty Thousand Only)**. In addition you will be eligible for an Annual Corporate Bonus - Maximum of **INR 85,464 (Eighty Five Thousand Four Hundred and Sixty Four Only)** subject to the rules of the bonus scheme. A detailed compensation package is enclosed as the "Compensation Letter", which is Annexure 1 to the Employment Agreement attached hereto as Exhibit A.

We are looking forward to the prospect of a long and productive relationship between you and the Amadeus team. Please advise 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 Amadeus on July 12, 2019. This offer will expire if not accepted by July 12, 2019.

For Amadeus Software Labs India Private Limited

Senior Manager- People and Culture
Recruitment and Compensation & Benefits



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COMPENSATION LETTER

The Employee shall be entitled to receive compensation in accordance with the terms set forth in this Compensation Letter for any and all the services of every nature rendered and to be rendered by the Employee in connection with his employment with the Company as laid down in this Agreement in India. The Employee shall be bound by the terms and conditions set forth in this Agreement.

Name	Prajna N Holla K
Designation	Software Engineer Trainee
Level	L1A
Location	Bangalore

MONTHLY COMPENSATION STRUCTURE	Rs.
Basic	18750
HRA	7500
Bonus / Ex-gratia (if any) *	1500
Special Allowance	31600
TOTAL BASE SALARY (A)	59350
Provident Fund (Company Contribution)	2250
Gratuity	900
TOTAL RETIRALS (B)	3150
MONTHLY CTC (A+B)	62500
ANNUAL Gross Fixed Salary (D)	750000
ANNUAL Bonus – Target (E)**	85464
Total CTC (D+E)	835464

Leetha Prajesh

Senior Manager- People and Culture
Recruitment and Compensation & Benefits

Note: * Bonus and Ex – Gratia, if any – This component will be paid on a quarterly basis and adjusted against any statutory bonus payout, if applicable Employee contribution towards ESI, if applicable as per government regulations, will be reflected under deductions in the monthly pay-slip

**** Annual Bonus is determined by individual and company performance. The break-up mentioned here constitutes the 'maximum' of individual performance (8%) and 'on target' company performance (4%), the total constituting 12% of annual base salary. The annual bonus component is paid out in April every year for eligible employees**



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CHECKLIST OF DOCUMENTS

- 1. Copy of Passport (wherever the entries are made)
- 2. Copies of academic certificates (right from SSLC till the last degree along with Mark sheets)
- 3. Two passport size photographs (**grey / white background**).
- 4. Copy of PAN Card
- 5. Permanent address proof- for which you may provide a copy of any one of the below only
 - Aadhar Card
 - Passport
 - Driver's license
 - Ration Card
 - Voters ID Card



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January 28, 2019

Dear Ronak Jain, ✓

RONAK JAIN
E&C, Section 8

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, Firmware Engineering** and you will report to **Subind Kumar**, 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
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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SERIALNUMBER: 09C71C74302004023007d0eaa45d76c824f
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Phone: +91-820-68744148-2000, Email: SOKKALINGAM ARUN K M DHANARAJ
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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.

3.4 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 your 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

Page 2 of 8



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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.

Page 3 of 8



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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

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.



- 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.



Page 6 of 8

Signature Not Verified

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CN=SOKKALINGAM ARUMUGAM DHANARAJ,
SERIALNUMBER=D9c7f14340050407d3d0bf7dfe5a45d76c824f,
43c67a40809f0df414209575c73030akataka,PostalCode=570006
Phone=6622dc6a97e401a52b987f1dd89f189c15c36e9252e3ca1
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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

Page 7 of 8



Signature Not Verified

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43c67a40809fd1412495957c357a0a0a, PostalCode=570006
Phone=6c62dc6a97e4c1a62be971dd89bf89c15c36e9252e3ca1
b465469e388d6809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

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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 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: _____



EC

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

Amogh A Joshi
#33/A 1 PHASE,
NHB KHB COLONY HOOTAGALLI,
MYSORE - 570018.

Dear Amogh A Joshi,

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.



Signature Not Verified

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SERIALNUMBER=09c7f1743005042d3fb0f6dea547dc824f
43c67fa408091e1420957ae;S=kmatata,PostalCode=570006
Phone=624069874c1a623a;Email=dhanaraj@rediffmail.com;
b465469e388d65809,O=REGISTRAR,O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY,C=IN

02.03.2024 22:35

LOGMEIN SYSTEMS INDIA PVT LTD

Signature _____

Name _____

Date _____



Signature Not Verified

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AMOGH - A JOSHI
AJT B E C 008
E R C

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

17 October 2018

Amogh A Joshi
#33/A 1 PHASE,
NHB KHB COLONY HOOTAGALLI,
MYSORE - 570018.

Subject: Employee – Appointment and Employment Agreement

Dear Amogh A Joshi,

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.



Signature Not Verified

SOKKALINGAM ARUN DHANARAJ
CIN: SOKKALINGAM ARUN DHANARAJ
SERIALNUMBER: 09c71c7430004f020d7d6ea45d76c824f
43c67a40809d41420957ae15-11-2024, Postcode: 570006,
Phone: 822263497441482000, Email: sokkalingam@jss.ac.in
b46549a38865805, OU: REGISTRAR, O: JSS SCIENCE AND
TECHNOLOGY UNIVERSITY

02.02.2024 22:35

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]

Signature

[Signature]

Name: Bhavya P K

Name AMOGH A JOSHI

Designation: Senior Manager-Human Resources

Date 19-10-2018

LOGMEIN SYSTEMS INDIA PVT LTD

Prestige Khoday Tower, Raj Dhavan Road, Vasanthnagar, Bangalore - 560 001, India
CIN: U72900KA2016FTC093626 Telephone No.: +91 80 30110200



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SOKKALINGAM ARUNACHAL DHANARAJ
CIN: SOKKALINGAM ARUNACHAL DHANARAJ
SERIALNUMBER=09c71c743005050133007d86e45d76c824f
43c67408090f4120957ae/Sokkalingam, PostalCode=570006,
Phone=0820048744, lat=12.9447, lon=77.6399, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY

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Ananya MB
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*** Personal and Confidential ***

Ms. Ananya M B,
#1931/2, 6th Cross,
Siddaveerappa Layout
Mudnal Basaveshwara Krupa
Karnataka

Robert Bosch Engineering and Business Solutions Private Limited,
123 Industrial Layout,
Hosur Road, Koramangala,
Bangalore - 560 095, India.
Tel: +91 080 6657 575 7
Fax: +91 080 6657 1404
CIN: U72400KA1997PTC0231
www.bosch-india-software.com

Our reference: **RBE/HRL/2019/695**

Date: 22.03.2019

Dear Ananya M B,

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. Retirement 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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43c67a40809d141420957ae;S=K;mailto=,PostalCode=570004
Phone=-6c2dc6e897fe1a82eb971d089b9c15c36e925e3ca;
b465449e38d65809,O=REGISTRATION,O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY,C=IN

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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.

Signature Not Verified

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CN=SOKKALINGAM ARUMUGAM DHANARAJ,
SERIALNUMBER=09c71c7430f05642f03db07dfeaa4567dc824
43c67da40809241420957fa,S=sk@indiana.PostalCode=57000
Phone=-60629dc6a974c1a62bf9e71dd88b991c35ce925e2acba
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TECHNOLOGY UNIVERSITY,C=N

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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.

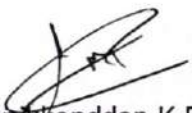
To confirm your acceptance, you are requested to communicate the acceptance of this offer within 7 days from the date of receiving this letter, to your placement officer.

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



Signature Not Verified

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Phone=6201048764, cn=SOKKALINGAM ARUNACHALAM DHANARAJ,
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TECHNOLOGY UNIVERSITY, CN

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Annexure I

Personal and Confidential		
22.03.2019		
Compensation and Benefits Plan		
Name:	Ms.Ananya M B	
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
 Marikkanddan K E Senior Manager (Human Resources)  Bharath Kakaiah Senior HR Officer (Human Resources)		

* The aforementioned prerequisites are subject to alteration and amendment.

** Eligibility for Gratuity is as per Payment of Gratuity Act, 1972

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Ananya M B
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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

Ananya Mallekatte Basavarajappa

"Ananya M B, D/o Basavarajappa M S#2494/2,9th Cross, M.C.C 'A' BlockDavanagere -577004Karnataka"
Davanagere, Karnataka 577004

Dear **Ananya**:

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.

Lyndora Boyer

Priyanka Bhagat
MANAGER.CAREER SERVICES



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Phone=96201058764-Jalgaon, 1668888c1d35a623a3a1
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Accommodation Allowance	INR 10,000.00
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***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.

Signature Not Verified

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SERIALNUMBER=09c71c743005047d330bf7df6ea45d76c824f
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Ph. : 91-80-66283000, Fax : 91-80-41156070
Info_India@amat.com

February 28, 2019

Aneesh Krishnaraj Nejikar
Nejikar House
Bellur P.O
Kasargod-671543, Kerela, India

Dear Aneesh Krishnaraj Nejikar,

We are pleased to appoint you to the position of **IT Solutions Analyst (External Designation corresponding to internal Career Level B1)** with **APPLIED MATERIALS INDIA PRIVATE LIMITED (Company)**. You will be reporting to **Prathyusha Tunga**. 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 820037 per annum (**Rupees Eight Lakh Twenty Thousand and Thirty Seven 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.



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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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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

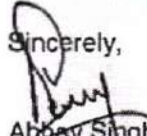


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- 20.5 The provisions of the clauses 3, 4, 5, 13 and 18 shall survive the expiry or termination of this letter.
- 20.6 You further acknowledge that the services to be rendered under this letter are unique and personal. Accordingly, you shall not be 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 _____ << Expected Start Date>>

Candidate Name

(Signature & Date)





Annexure I: Cost To Company (CTC) - Break Down

COST TO COMPANY	820,037	
Break up of Cost to Company (CTC) in INR		
	Annual	Monthly
BASE SALARY	687,688	57,307
Basic Salary	378,228	31,519
House Rent Allowance	151,291	12,608
Leave Travel Concession	31,496	2,625
Lunch Coupons	24,000	2,000
Special Allowance	102,672	8,556
RETIRALS	63,580	5,298
PF Employer Contribution	45,387	3,782
Contribution to Gratuity	18,193	1,516
INCENTIVES		
Discretionary Bonus Incentive Plan (@ 10% of base)per annum**	68,769	-----

** 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.





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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 borne 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.	A maximum of INR 100,000 for every year of employment per the AMAT fiscal year will be paid as tuition assistance to any eligible employee.
	People managers in career level M3 or equivalent and above will be eligible for 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.

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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.

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 or 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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TECHNOLOGY UNIVERSITY, C=IN

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

Signature Not Verified

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7. At-Will Employment

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

9. Company Policies

10. Non - Solicitation & Competition

Signature Not Verified

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Sowmya K.
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*** Personal and Confidential ***

Ms. Sowmya K, ✓
K. Sowmya
Sjce Girls Hostel
Sjce, Manasagangotri
Mysore, 570006, 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/2019/721**

Date: 22.03.2019

Dear Sowmya 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

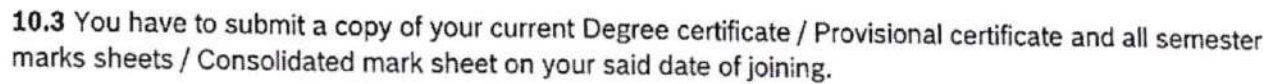
- Company's contribution towards Provident Fund at 12% of the basic salary per month
- You will be eligible for Gratuity as per the Gratuity Act 1972 and the rules made there under.
- You will also be eligible to subscribe under National Pension System (Optional) as per the policy.



Signature Not Verified

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Phone=6201058784; Email=arundemi.dhanaraj@jss.ac.in
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Arundemi Dhanaraj



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.

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.

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.

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.

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.

Your appointment is contingent upon satisfactory report on the background check conducted by our company's approved agency relating to your education and address.



Khawath. K



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Phone=+6216587671452, Email=arumugamdhana@gmail.com,
b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN



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



Signature Not Verified

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TECHNOLOGY UNIVERSITY, C=IN

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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 ₹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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Tel: 91 80 6724 7000 Fax: 91 80 6724 7001 E-mail: registrar@tcs.com Website: www.tcs.com

Registered Office Nirmal Building, 5th Floor, Nariman Point, Mumbai 400 021

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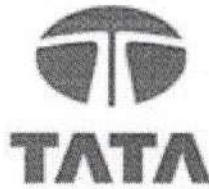
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You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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

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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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Phone:9621048714414875641, Email:DHANARAJ.SOKKALINGAM@TCS.COM
IN05486380459000, Oid-REGISTRAR, O-3SS SCIENCE AND
TECHNOLOGY UNIVERSITY
VYDEHI RC-1 BLOCK, 82, EPIP Zone, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 6724 7000 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 101 3111 Email: careers@tcs.com



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

Kal

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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Tel: 91 80 6724 7000 Fax: 91 80 6724 7001 Website: www.tcs.com

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TCS Careers Serviceline: 1800-179-3111 Email: careers@tcs.com



BOSCH

*** Personal and Confidential ***

Mr.Manjunath R Kambar Kambar,
Kataraki,
Biligi,
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/2019/1782

Date: 29.04.2019

Dear Manjunath R Kambar Kambar,

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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SERIALNUMBER=09c71c743050547d330bf7d6ea45d76c824
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Phone=+662d0c6a97e4c1a62b6871dd89f89c15c36e9252e3ca,
b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, CN=

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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



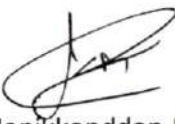
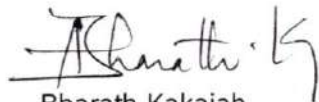
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Phone=96201058716-4-JSS Science and Technology University,
b465489c38d665809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, CN

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Annexure I

Personal and Confidential			
22.03.2019			
Compensation and Benefits Plan			
Name:	Mr.Rakesh Gourani		
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 - CPPr 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

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During your employment tenure with us, you will be covered under company provided insurance:

- The aforementioned perquisites are subject to alteration and amendment.

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.

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.

You will retire from the services of the company on attaining the age of superannuation. The retirement age in Bosch is 60 years.

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.

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**.

10.1 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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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 1/8/19

Rakesh Gaurani

Name

Pinkishy

Signature

17/5/19

Date _____



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Marathalli-Sarjapur Outer Ring Road, Kadubeesanahalli
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Telefax: +91-80-42422900
CIN: U72300KA2005PTC035961
www.sandisk.com

1. General

- ## 2. Probationary Period

- 128

- 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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Page 2 of 8

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.

- ## 7. Professional Expenses

8. Non-Solicitation

- ## 9. Duration of Employment and Termination

- (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

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.



- 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.

- 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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Page 7 of 8



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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 _____

8th July, 2019.

PRINT NAME: ROHIT P

SIGNATURE: RE.



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Mercedes-Benz

Mercedes-Benz
Research and Development
India Private Limited
A Daimler Company

JOINING FORMALITIES

Your tenure will be for twelve months starting from August 2, 2019.

Please note that our payroll cut off date is the 10th day of every month and in case you join on or after the 10th day of the month, the salary for that month will be processed along with the salary for the subsequent month.

At the time of joining, please submit the following documents:

1. Photocopy of the Birth Certificate/ School Leaving Certificate
2. Photocopy of the certificate(s) of educational qualifications (A certificate of the last examination passed by you is essential)
3. Photocopy of PAN Card
4. Two color passport size photographs

Please bring all the original documents on the day of joining for verification. Also, all the photocopies are required to be self-attested.

A detailed Appointment Letter will be handed over to you at the time of your joining.

Please be informed that your appointment is subject to your successful completion of final academic course and you being found medically fit by the Medical Officer of the Company. The details related to the pre-employment medical check-up have been sent to you by email.

Please return the photo copy of this letter with your signature as a token of your acceptance for our records.

We look forward to have a long-term association with you and wish you every success in your endeavors to learn and perform well and contribute in the growth of the Company.

Thanking You,

Yours sincerely,

Mercedes-Benz Research and Development India Private Limited



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*** Private & Confidential ***

RUTHUJA URS
JSSSTU, Mysore

Our Reference

RBEI/HRL-TD/2019/277/B Tech

Robert Bosch Engineering
and Business Solutions
Private Limited,
123 Industrial Layout,
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Bangalore - 560 095, India.
Tel: +91 080 6657 5757
Fax: +91 080 6657 1404
CIN: U72400KA1997P1C023164
www.bosch-india-software.com

Dear Intern,

Date: 06.January.2019

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 "ESD-CVO" and during the course of Engagement, you shall be under the guidance of Hiremath Shashiraj C (RBEI/ESD-CVO). 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 28.01.2019 to 28.06.2019 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 Bealal

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TECHNOLOGY UNIVERSITY, G

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Charanthe G

**BOSCH**

*** Personal and Confidential ***

Mr. Sangameshwar Venugopal,
#42/3, 8th Main,
13th Cross, Kamakshi Hospital Road,
Saraswathipuram, Mysore-09
Karnataka

Robert Bosch Engineering
and Business Solutions
Private Limited,
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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/2019/710**

Date: 22.03.2019

Dear Sangameshwar Venugopal,

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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During your employment tenure with us, you will be covered under company provided insurance:

4.2 Personal Accident Insurance - for self only

The aforementioned perquisites are subject to alteration and amendment.

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.

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.

You will retire from the services of the company on attaining the age of superannuation. The retirement age in Bosch is 60 years.

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.

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**.

10.1 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.

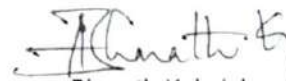
We welcome you to the organization and look forward for a long and mutually beneficial association.

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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Telefax: +91-80-42422900
CIN: U72300KA2005PTC035961
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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

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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Page 3 of 8



- 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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Page 7 of 8



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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 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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APPENDIX- A

Name	: Srihari HN	Grade:	105
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Position : Engineer, Software Development Engineering (Apps)	Req. ID:	JR-0000043794
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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
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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
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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TECHNOLOGY UNIVERSITY, C=IN

January 28, 2019

Dear Srihari HN

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

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

Kadubeesanahalli, Varthur Hobli

Bengaluru - 560 103 India

Phone : +91-80-4242 2005

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Branch office :

ed 204, 2nd Floor

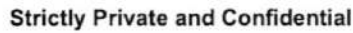
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Nehru Place

New Delhi – 110 019, India

Phone No : +011- 6654 2000

SUBRAMANYA G.C.
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E&C, Section B.



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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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Candidate's Signature _____

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TECHNOLOGY UNIVERSITY,C=N

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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]



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.

Version 10.0 (Feb 2019)

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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

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.

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.

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:

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TSINGHUA UNIVERSITY

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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Candidate's Signature _____

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TECHNOLOGY UNIVERSITY, C=IN



*** Personal and Confidential ***

Mr.Swasthik Badanaje,
Near Rajkumar Circle
#651 A1 Block
Vijayanagar 3rd Stage Mysore 570017
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/2019/714**

Date: 22.03.2019

Dear Swasthik Badanaje,

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**.

10. Conditions of Hire

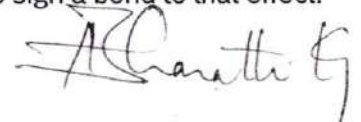
10.1 The assignment offered to you is on a whole time basis. You will not carry on or be concerned with any business of your own or on behalf of anyone else directly or indirectly, nor shall you take up other business or be associated with any other business with or without remuneration during the course 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 and the Company will be entitled to recover the costs from you, incurred by the Company towards **Signature Not Verified** 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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Annexure I

Personal and Confidential		
22.03.2019		
Compensation and Benefits Plan		
Name:	Mr.Swasthik Badanaje	
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

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 TECHNOLOGY UNIVERSITY

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Dear Associate,

Welcome to the Bosch family.

I am excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Robert Bosch Engineering and Business Solutions (RBEI).

RBEI is an old company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at RBEI.

As your take on this journey, ask questions. To yourself and to others around you. Don't let your curiosity die. Do not hesitate or hold back. Ask yourself today, "What am I here for? And what difference can I make to this organization?" Question yourself on "whether you can do it differently". And when you have the right answers to these question, you will innovate.

With over 20,000+ associates at RBEI, the organization has a lot to offer – our values, learning and development opportunities, career development prospects, state-of-art labs and infrastructure, work-life balance and a swarm of opportunities to hone your entrepreneurial mindset. We have it all. You just need to grab it with both hands and make use of our different platforms available to you in the organization.

I wish you success, lots of fun and a wonderful enriching career here at RBEI. I once again welcome you to the Bosch family.

Looking forward to seeing you around at RBEI.

Cheers!

Vijay Ratnaparkhe,
Managing Director and President
Robert Bosch Engineering and Business



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Phone=6201048764, JSS Science and Technology University
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TECHNOLOGY UNIVERSITY, CN=

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BOSCH
Invented for life



*** Personal and Confidential ***

Ms.Vardhini Vijayashankar Hebballi,
Room No:G-14,
Sjce Girls Hostel,
Sjce Campus, Mysuru
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: **RBE/HRL/2019/724**

Date: 22.03.2019

Dear Vardhini Vijayashankar Hebballi,

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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CIN: SOKKALINGAM ARUN M DHANARAJ
SERIAL NUMBER: 00c71c743000042020d7d8ea45d76c824ff
43c67a408090d41420957ae65-11-Karnataka, PostalCode: 570006,
Phone: +91 962654974611420957ae65-11-Karnataka, O-JSS SCIENCE AND
TECHNOLOGY UNIVERSITY

Vemula Jaswanth Krishna 32
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BOSCH

*** Personal and Confidential ***

Mr. Jaswanth Krishna Vemula,
M:23, Sje Boys Hostel,
Manasa Gangothi,
Mysuru, 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/2019/703**

Date: 22.03.2019

Dear Jaswanth Krishna Vemula,

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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Mr.Venkatesh Prasad, ✓
Sjce Boys Hostel Manasa
Gangotri Mysore
Karnataka 570006

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/2019/715**

Date: 22.03.2019

Dear Venkatesh Prasad,

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

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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

July 29, 2019

Rameshwari Ng
Mysore, Karnataka
India

Dear Rameshwari,

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) Engineer, Associate, reporting to Deepak Agrawal, Principal Engineer, Manager, with a start date to be determined.

Our offer to you includes a gross monthly salary of INR 79,167 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

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Page 1 of 10



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QUALCOMM India Private Limited

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Stock Unit grants subject to assessment on various relevant criteria. The annual review process is 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 compliant 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 lump sum in the amount of INR 100,000 (less required withholdings) payable within the first or second payroll period of employment. 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 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.

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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).

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

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15, Tolstoy Marg, New Delhi -110001,

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

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 commencement of your employment. If Qualcomm elects to so terminate on account of any

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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 your 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 its 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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Prakash

Murali Malla

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:

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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TECHNOLOGY UNIVERSITY, C=IN

Annexure to the Appointment Letter

Name:	Rameshwari Ng	
Designation:	Engineer, Associate	
Location:	Bangalore	
Gross Pay (annually):	INR	950,004
Gross Pay (monthly):	INR	79,167

	Per Annum Rs.		Per Month Rs.	
<u>Gross Pay Components</u>				
<u>Basic Pay</u>	INR	380,002	INR	31,667
<u>House Rent Allowance</u>	INR	152,004	INR	12,667
<u>Flexible Benefit Plan</u>	INR	417,998	INR	34,833
Leave Travel Allowance	INR	38,004	INR	3,167
Special Allowance	INR	379,994	INR	31,666
<u>Gross Pay Sub-totals</u>	INR	950,004	INR	79,167

"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	45,600	INR	3,800
Gratuity	4.81% of Basic Pay	INR	18,278	INR	1,523
Retirals Sub-Totals		INR	63,878	INR	5,323

Cost to Company (Gross Pay + Retirals)

Company Paid Standard Benefits		
Mediclaime	INR	31,000
Personal Accident Insurance	INR	1,550
Group Term Life Insurance	INR	2,700
Total CTC (Gross Pay + Retirals + Co.Pd Std Benefits)	INR	1,049,132
Sign On Bonus	INR	100,000
New Hire Restricted Stock Unit Value	USD	\$ 5,500



Signature Not Verified

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SERIALNUMBER=09c71c743005042303b0f7df6ea45d76c824ff
43c67a40809d41420957ae-S-S-k@natac.PostaCode=570006
Phone=6362c6a972d41a62b99871dd89f81c536e9252e3ca1
b456469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

ECE 'B'

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BOSCH

18/19

 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.

Signature Not Verified

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SERIALNUMBER=09c71c743005042d330bf7d6ea45d76c824
43c67a40809fd14120957e/S=Karnataka, PostalCode=57000
Phone=+6362dc6a97e4c1a62b68871dd89ff89c15c36e9252e3ca
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TECHNOLOGY UNIVERSITY, C=IN

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A Charath's

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*** Personal and Confidential ***



Date: 22.03.2019

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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.

S. H. Karath. K.

Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ,
SERIALNUMBER=09c71c743005042d3030bf7dfe45d768241
43c67a0809d41420957ae, S=, h=, l=, Address, PostalCode=570008
Phone=+6622c6a977c41a62b97f11d881b99c15c36e925e3ca1
b456469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

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.

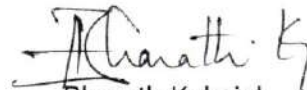
We welcome you to the organization and look forward for a long and mutually beneficial association.

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



Signature Not Verified

SOKKALINGAM ARUNACHAL DHANARAJ
CN=SOKKALINGAM ARUNACHAL DHANARAJ
SERIALNUMBER=09c71c743005042133007d6ea45d76c824f
43c67408090f4120957ae/Sokkalingam, PostalCode=570006,
Phone=6201048764, lat=8.548888888888889, lon=76.54888888888889
b46546ac98866800, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

02.02.2024 22:35

Nayana R

43C16EC 408
E&C* Personal and Confidential *

Ms. Nayana R, ✓
Anavatti,
Sorab (Tq),
Shimoga,
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/2019/1785

Date: 29.04.2019

Dear Nayana R,

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

SOKKALINGAM ARUN M DHANARAJ
CN:SOKKALINGAM ARUN M DHANARAJ
SERIALNUMBER=0c71c743000040220d7d8ea45d76c824ff
43c67a408090d41420957ae5-11-Karnataka.PostalCode=570006
Phone=+912656497441420957ae5-11-Karnataka.PostalCode=570006
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TECHNOLOGY UNIVERSITY
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.

[Handwritten signature]

Charathi K



Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ,
SERIALNUMBER=09c7f1c743005047d30fb07d6ea45d76c824f
43c67a40809fd414209557e3C=Kinnikatti, PostalCode=570006
Phone=6c62dc6a974e4ca1e2617fdd89f89c15c36e9252e3ca1
645469e38865809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

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.

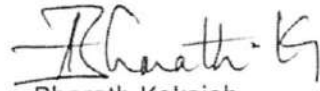
To confirm your acceptance, you are requested to communicate the acceptance of this offer within 7 days from the date of receiving this letter, to your placement officer.

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

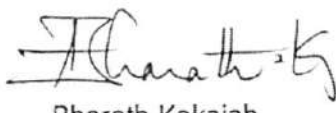


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CN=SOKKALINGAM ARUNACHALAM DHANARAJ,
SERIALNUMBER=09c71c7430004f020d07d6ea45d76c824ff
43c67a408090d41420957ae15-Hydrabad, PostalCode=570006,
Phone=+912265475411, email=, OU=Registrar, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY

02.02.2024 22:35

Annexure I

<u>Personal and Confidential</u>		
29.04.2019		
Compensation and Benefits Plan		
Name:	Ms.Nayana R	
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
 Manikkandan 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



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SOKKALINGAM ARUNACHALAM DHANARAJ
 CN: SOKKALINGAM ARUNACHALAM DHANARAJ
 SERIALNUMBER: 09c71c743909d12300d7d06ea45d76c924f
 43c67a40809df41420957ae / S. R. K. Matika, PostalCode: 570006,
 Phone: +91-821-6587441, Email: dharmaraj@jss.ac.in, o=JSS SCIENCE AND
 TECHNOLOGY UNIVERSITY, c=IN

02.02.2024 22:35



*** Personal and Confidential ***

Mr. Vinay S.G,
Aryabhata Road,
Jayanagar,
Hassan, 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/2019/1784

Date: 29.04.2019

Dear Vinay S.G,

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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SERIALNUMBER=09c71c743005042133007d6ea45d76c824f
#3267a08090f4120957ae/SK, Malaka, PostalCode=570006,
Phone=+9108066575757, Email=vinay.s.g@bosch.com
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TECHNOLOGY UNIVERSITY

02.02.2024 22:35

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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

Adyanth H

D-23, CFTRI Residential Complex, Kalidasa Road, Jayalakshmpuram, Mysore - 570012

Mysore, Karnataka 570012

Dear Adyanth:

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



Signature Not Verified

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CN=SOKKALINGAM ARUN K M DHANARAJ,
SERIALNUMBER=09c71c7430004f4020d07d6ea45d76c824ff
43c67a408090d41420957ae15-1, O=JSS Science and Technology University, PostalCode=570006,
Phone=+919226364764, c=IN, ou=Registrar, o=JSS SCIENCE AND TECHNOLOGY UNIVERSITY

02.02.2024 22:35



31st October 2018

Adyanth H

D-23, CFTRI Residential Complex, Kalidasa Road, Jayalakshmiapuram, Mysore - 570012
Mysore, Karnataka 570012

Re: Appointment as **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	 JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU	Signature Not Verified INR 34,000 per month SOKKALINGAM ARUNACHALAN CH-SOKKALINGAM ARUNACHALAN SERIALNUMBER09C71C743005040632007705ea45d76c824f Date=20181031 14:20:57Z Phone=9629266875 Email=arunachalan@jss.ac.in b465486385865809_OU-REGISTRAR_O-JSS SCIENCE AND TECHNOLOGY UNIVERSITY 02.02.2024 22:35
Stipend per month		

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.

Signature Not Verified

SOKKALINGAM ARUNJAN M DHANARAJ
 CN=SOKKALINGAM ARUNJAN M DHANARAJ,
 SERIALNUMBER=09c71c74302041202007d05ea45d76c824f
 43c67a0809d041420957ae51c7a1a025a4, PostalCode=570006,
 Phone=+91820687444148755000, O=JSS SCIENCE AND
 TECHNOLOGY UNIVERSITY, C=IN

02/02/2024 12:35

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

Ms. Bhargavi Naik
1439, Sahyadri, C And D Block
2Nd Cross, Poorna Drishti Road, Kuvempunagar,
Mysuru - 570023

Subject: Offer of Employment**Dear Bhargavi Naik:**

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

Regd. Off.: Floor 4, Deloitte Tower 1, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India
GST Reg No: 29AABCD0476H1ZO CIN: U72900AP000017166

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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.

Bhargavi Naik, 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 Pandey
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Authorized Signatory



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Annexure A

Ms. Bhargavi Naik

Business Technology Analyst

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	14,600	1,75,200
House Rent Allowance (HRA)	7,300	87,600
Special Allowance ^{1a & 1b}	9,452	1,13,424
Leave Travel Allowance ²	1,460	17,520
Meal Card ³	2,200	26,400
Differential Allowance(L)	4,855	58,260
Employer's contribution to PF	1,800	21,600
Total Salary (in Rs.)	41,667	5,00,004
Variable Bonus*		
You will be eligible for a performance linked variable bonus. If applicable, it will be paid out on the 31st of August on the basis of your performance and performance of the business		
Medical Insurance Premium ⁴	1,448	17,378

* The Variable Bonus will vary, primarily based on your performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from 0-10% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer on August 31st following the close of the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid on August 31st of that subsequent year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-



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Annexure A

¹ All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

**Employee in Level -
Business Technology Analyst**

^{1a} Communication Expenses

Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed

Rs.3,000/- per month

^{1b} *Fuel Expenses*

Petrol / Insurance / Repairs & Maintenance

Rs.7,500/- per month

^{1a} The internet/telephone/mobile bills should be in the Employee's name.

^{1b} For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		Two Wheelers
	<= 1600 cc	> 1600 cc	
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

² The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

³ Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

⁴ Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

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.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.



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Bhargavi Naik

Bengaluru

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office at **Block "C", Divyasree Technopolis Survey No. 123 & 132/2 Yemlur Post, Yemlur, Off Old Airport Road Bengaluru – 560 037** (the "Employer") as **Business Technology Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. **Defined Terms.** The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.
2. **Pre-existing Agreements or Arrangements.** I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such *Pre-existing Agreements or Arrangements* and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Business Technology Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. **Reporting of Proceedings.** Except as provided by law and except as I have disclosed in writing in **Exhibit C** to this Employment Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.
4. **Confidentiality.** I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized*

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Signatory, except as required by my authorized duties for the Employer, nor use any such Confidential Information for any purpose other than for the benefit of a Deloitte Entity.

5. **Third Party Information and Property.** I agree that during my *Employment*, I shall not use or disclose any Confidential Information or Intellectual Property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.
6. **Authorization.** Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.
7. **Competing Activities and Conflict of Interest.** During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.
8. **Authorization to Access Systems and Electronic Communications and use of Deloitte Property.** I understand that while employed with a *Deloitte Entity*, I will use and have access to the *Systems*. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my *Electronic Communications* and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my

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possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. **Security.** I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

- a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10(b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the

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period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. **Pre-existing Creations; Personal Creations.** My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B**, and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.
12. **Post-Employment Restriction re: Clients.** I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, for a period of one year following the termination of my *Employment* for any reason, I will not, directly or indirectly, solicit or provide services to any client or prospective client of a *Deloitte Entity* to which I provided (or participated in a proposal to provide) services during the two-year period prior to termination of my *Employment*.
13. **Exceptions to Post-Employment Restriction re: Clients.** I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.
14. **Future Employment with Clients.** Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities*

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remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. **Restriction re: Personnel and Contractors.** I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated, (b) participate in the hiring or admission of any *Personnel*, or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.
16. **Post-Employment Restrictions re: Deloitte Property.** Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d) I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a *Deloitte Entity* to remove such *Deloitte Property*.

OTHER POST-EMPLOYMENT OBLIGATIONS

17. **Transition of Work and Cooperation.** Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licensor of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.
18. **Notification of Post-Employment Obligations.** I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.
19. **Certification.** I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 10, 11, 12, 14, 15 and 16 of this Employment Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. **Equitable Relief and Attorney's Fees.** I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 10, 11, 12, 14, 15, or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte*



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Phone=6c62dc68a97e4c1a62b9b71dd89ff89c15c36e9252e3ca1
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TECHNOLOGY UNIVERSITY, C=IN

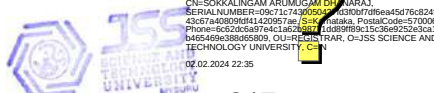
Entity is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15, to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. **Liquidated Damages: Client Fees.** I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to 50% of all fees received by me (or any person or entity with which I am associated) in connection with such breach. Such percentage shall be paid within thirty days after each fee payment is received and in respect of all services in connection with such breach during the two years following the termination of my *Employment* for any reason.
22. **Liquidated Damages: Compensation.** I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.
23. **Right of Inspection.** I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. **Governing Law; Choice of Forum.** This Employment Agreement is deemed to have been executed in the Employer's office in [HYDERABAD: Hyderabad, Andhra Pradesh, India] [MUMBAI: Mumbai, Maharashtra, India] [BENGALURU: Bengaluru, Karnataka, India] [GURGAON: Gurgaon, Haryana, India] and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.
25. **Modifications.** My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.
26. **Severability.** Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to

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the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. **Blue-Penciling.** If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefor another provision that is legal and enforceable and that achieves the same objective.
28. **Waiver.** None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.
29. **Entire Agreement.** This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.
30. **Transfer and Assignment.** Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 8, 10, 11, 12, 14, 15, 16, 17, 18, 19, and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.
31. **Headings.** The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

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EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (*PII*) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the “Deloitte U.S. Firms”), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited (“DTTL”) or any member firm of DTTL or affiliate thereof (collectively, the “DTTL Member Firms”) or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term “control” (including the terms “controlled by” and “under common control with”) means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – Confidential Information, Systems, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

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SerialNumber=09c71f43c30050a7d30fb07d6ea45d76c824f43c67a40809fd141209557e17430c1a2b7a1d88989c15c36e9252e3ca1d46546e38b86d5809, OU=REGISTRAR, O=JSS SCHOOL OF TECHNOLOGY UNIVERSITY, C=IN

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a *Deloitte Entity*, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity*.

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes *PII* when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with *PII* that is not business contact information, it is included in the definition of *PII*.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any *Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement,

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Phone=9652525d8776c14c23a11f088886c13c36d5253a41
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including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United States Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the *PCAOB*, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.



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Phone=6622240975879, QJ=1a82b6971d89f0f9c15c36e9252e3ca1
b46549e398d65f0e, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Consulting India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

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2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining *Deloitte U.S. India*.

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years.* Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a *Deloitte Entity* or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

* This provision is not applicable for U.S. citizens (and citizens of any other country where enforcing Deloitte India (Offices of the US)'s mandatory retirement age would be prohibited by the laws of that country) for whom there is no mandatory retirement age.

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Phone=9620208497646,1008898013c3695203a41
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In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloitte.net/deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.

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Offer: Computer Consultancy
Ref: TCSL/CT20182571463/Bangalore
Date: 24/09/2018

Ms. C V Lekha
Door No. 113, 3rd Cross ,Daya Marga,
Siddhartha Layout,
Mysore-570011,
Karnataka.
Tel# 91-9902249819

Dear C V Lekha,

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.



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Registered Office Nirmal Building, 10th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. 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 ₹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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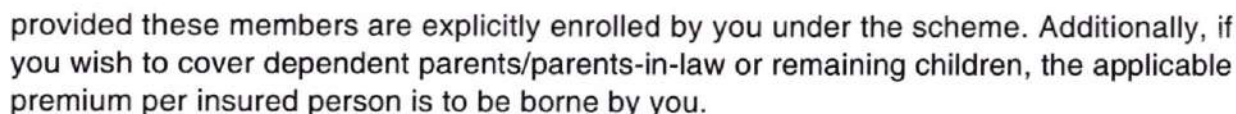
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Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- 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.

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.

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.

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

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

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.

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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	C V Lekha
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, 5 th 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 5 th 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

Signature Not Verified
VYDEHI RC-1 BLOCK, 82, EPB Scheme, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 6724 7001 Website: www.tcs.com
Registered Office Nirmal Building 2nd 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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VYDEHI RC-1 BLOCK, 82, EP, Bangalore 560 066 India

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

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



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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TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPW ROAD, Bangalore 560 066 India

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

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



(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.

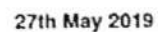


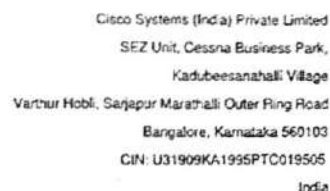
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TATA CONSULTANCY SERVICES

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VYDEHI RC-1 BLOCK, 82, EPW Road, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 6724 7001 Website: www.tcs.com
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The terms of your employment are set out in the attached offer letter. Details of your remuneration and discretionary benefits are also included below. In brief, these currently include:

Date	29-Jul-2019
Candidate Name	Grahalaxmi Bhat
Manager Name	Vipin Thomas - vipthoma@cisco.com
Grade	004
Designation	CONSULTING ENGINEER.004.CUSTOMER DELIVERY.CISCO-007281

Compensation Details	In INR per Annum
(A). Basic Salary	INR 450,000.00
(B). Flexible Compensation Plan	INR 450,000.00
(C). Total Fixed Salary (A+B)	INR 900,000.00
(D). Discretionary Bonus/Sales Commission at 100% achievement (Variable Component; Current Target)	INR 63,000.00
(E). PF (Employer's Contribution)	INR 54,000.00
(F). Estimated Total on Target Compensation at Current Targets (C+D+E)	INR 1,017,000.00

- Your projected start date is **29-Jul-2019**. If you prefer a different start date, please respond back to this email with your requested start date.

Welcome to the Cisco family! We wish you a long and fruitful career with the Company.

Prizantka Dagerl-



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TECHNOLOGY UNIVERSITY, C=IN

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27th May 2019

Grahalaxmi Bhat
Shree Ramanath Nivas, 805A1, Mavinkatta, Post: Manki,
Uttara Kannada, Karnataka 581348

Dear Grahalaxmi:

On behalf of 123 - Cisco Systems (India) Private Limited ("Company"), I am pleased to offer you the position of **CONSULTING ENGINEER** (System Title: **CONSULTING ENGINEER.004.CUSTOMER DELIVERY.CISCO-007281**) on the terms set out herein.

1. COMMENCEMENT OF EMPLOYMENT

- a. Subject to you obtaining the necessary employment or visa approvals, if any, from the relevant government authorities for your employment with the Company, your employment will commence on **29-Jul-2019**.
- b. Your employment is intended to be for an indefinite term, subject to:
 - the Company's satisfaction, in its sole discretion, with the results of a background and reference check and verification of your salary and employment history;
 - your successful completion of an initial six (6) month probationary period. During the probation period you will be eligible for benefits in accordance with relevant Company policies; and
 - termination pursuant to the terms of this agreement and the requirements of applicable law.

2. TERMS AND SCOPE OF EMPLOYMENT

- a) You will be employed in the position of **CONSULTING ENGINEER** (System Title: **CONSULTING ENGINEER.004.CUSTOMER DELIVERY.CISCO-007281**), grade level **004**.
- b. Your place of work will be in **BANGALORE, KARNATAKA, INDIA**. The Company may change your place of work, in its absolute discretion, to another location at which the Company maintains premises.
- c. You agree, as a condition of your employment and prior to the date of your commencement, that you will execute the Company's "Proprietary Information and Inventions Agreement".
- d. You agree that during your employment with the Company, you will comply with the Company's policies and procedures in place from time to time including Cisco's Code of Business Conduct. These policies and procedures form part of your contract of employment (and the Company may adopt, vary or rescind these policies from time to time in its absolute discretion and without any limitation (implied or otherwise) on its ability to do so). The COBC explains our Company's ethical values and culture, and the current version can be found at:
<https://investor.cisco.com/investor-relations/governance/code-of-conduct/default.aspx>
- e. Please read the document concerning "Conflicts of Interest" carefully as it highlights certain conflict of interest policies under the Cisco Code of Business Conduct that you will be expected to comply with while employed by Cisco. If, after reviewing this document, you believe your employment with Cisco will create a conflict of interest of the types described in that document, immediately contact **Akilesh Nair - aknair@cisco.com**, or **Arun Bhargavan - arunbhar@cisco.com**.

3. DUTIES

- a. You agree that, during your employment with the Company you must:
 - i. perform to the best of your abilities and knowledge the duties assigned to you by the Company from time to time, whether during or outside Business Hours and at such places as the Company requires;
 - ii. serve the Company faithfully and diligently to the best of your ability;
 - iii. use all reasonable efforts to promote the interests of the Company;
 - iv. act in the Company's best interests;
 - v. comply with the Company's policies and procedures in place from time to time;
 - vi. comply with all law applicable to your position and the duties assigned to you; and
 - vii. report to the person or persons nominated by the Company from time to time.
- b. Without limiting your duties to the Company, you must not:
 - i. act in conflict with the Company's best interests; or
 - ii. compete with the Company, Cisco Commerce Private Limited or any of their respective subsidiaries and affiliates (together, the "Cisco Group").
- c. You agree that, the Company may assign you additional tasks or to a new manager; modify or remove your assigned duties; or change the place of your employment without additional compensation to you, in accordance with the Company's needs.

4. SALARY

Your fixed salary of **INR 900,000.00** will be split equally (i.e. 50%:50%) into two components:
a. basic salary which is fully taxable and may not be changed; and

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b. flexible compensation: This component is flexible and you may structure it by allocating it among the following, which apply in accordance with Company policy and relevant laws as established and amended from time to time:

i. house rent allowance (HRA) company leased accommodation (CLA): This allowance is exempt from tax to the extent permitted by income tax laws and is based on the actual rental amount paid. If you choose CLA, your monthly rent is paid in advance;

ii. leave travel allowance (LTA): This is an allowance of up to INR 1,00,000 per annum, which is subject to applicable income tax laws;

iii. food coupons: These are exempt from tax up to a maximum of INR 13,200 per annum; and

iv. flexible allowance: this is the residual balance (if any) after allocating your Flexible Compensation amongst the above. This amount is taxable.

Your basic salary will be paid according to local payroll practices, subject to any tax or other deduction provided or permitted by law in force from time to time, such as the employee's share of provident fund contributions, as well as such other sums as may be agreed with you from time to time. Your fixed salary may be reviewed from time to time in accordance with Company policy but will not necessarily be increased and is paid in satisfaction of all services rendered by you under this agreement, including overtime, to the extent permitted by law.

You are encouraged to independently verify the tax implications on your salary. The taxable and non-taxable components of your salary may vary based upon the prevailing law as amended from time to time.

5. PROVIDENT FUND CONTRIBUTIONS AND GRATUITY

The Company shall make contributions of 12% of basic salary towards the provident fund. Gratuity will be paid in accordance with prevailing statutory requirements.

6. DISCRETIONARY BENEFITS

In addition to your salary, the Company may, at its absolute discretion, provide you with other benefits. Unlike your salary, the Company may cease providing these benefits, or change the basis on which it provides them, from time to time at its absolute discretion. Such benefits include, without limitation, the benefits set out in the remainder of this paragraph.

The Company's offer to you also includes a gross sign-on bonus of INR 200,000.00. This sign-on bonus will be paid to you in 2 installments (less tax and other authorized deductions). The first installment of INR 100,000.00 will be paid on successful completion of 12 months of your employment and balance 50% of the amount INR 100,000.00 will be paid as 2nd installment upon successful completion of 24 months of your employment. This sign-on bonus will not be paid if, on the date of payment, either party has given the other notice of termination of your employment; or you are no longer employed by the Company.

You authorize the Company to withhold from your final pay, to the extent permitted by law, any Sign-On Bonus reimbursement due to the Company as described above and you agree to sign whatever further authorization may be required by the Company at the time to give effect to this. In the event the reimbursement amount you owe the Company is greater than the amount withheld, you must pay the balance in full to the Company within thirty (30) days of the date your employment terminates.

You may be eligible to participate in any bonus scheme applicable to your position that the Company has in place from time to time. You acknowledge any bonus shall be at the absolute discretion of the Company, and you agree that as a condition of participating in any such scheme that you will not make, and do not have, any legal claim to expect or be entitled to a bonus, even if such payment was made repeatedly and without any explicit acknowledgment on each occasion as to its voluntary and/or discretionary nature.

You may be entitled to participate in the Company's benefits plans as operated from time to time, at such times as you qualify for them or, as the case may be, as you are selected, at the Company's absolute discretion, for participation in them. These include insurance benefits, additional leave entitlements such as maternity leave, marriage leave and bereavement leave, and other benefits.

7. VACATION ENTITLEMENT AND PAID HOLIDAYS

a. You will be entitled to privilege leave in accordance with the Company's leave policy in place from time to time, subject to applicable law.

b. You are entitled to public holidays in accordance with the laws of the state in which you work.

c. Privilege leave and public holidays will be paid as actual workdays.

d. Upon termination of your employment for any reason whatsoever, any outstanding accrued vacation shall be paid to you.

8. HOURS OF WORK

You are expected to work during the Company's normal business hours (Business Hours). The normal working days will be five days a week. However, you may be required to work in excess of the Business Hours or outside normal working days as necessary to perform your duties and responsibilities. The salary payable to you hereunder is adequate compensation in case you are required to work for any additional hours and you shall not be entitled to any additional payment in this regard.

9. BUSINESS TRAVEL

Your duties may require you to engage in travel on Signature Not Verified travel outside India. As a consequence,



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TECHNOLOGY UNIVERSITY

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you must work any additional hours as required. The salary payable to you hereunder is adequate compensation in case you are required to travel and work for any additional hours while traveling and you shall not be entitled to any additional payment in this regard.

10. EXPENSES

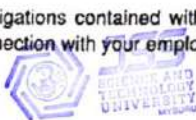
Authorized Company expenses will be reimbursed to you in accordance with Company policy in place from time to time, upon your presentation of documentary evidence of each expense acceptable to the Company.

11. DISABILITY AND SICK LEAVE

- a. You will be entitled to paid sick leave in accordance with the Company's policy in place from time to time, subject to applicable law. You will not be entitled to any payment in respect of such leave on termination of your employment.
- b. You are required to notify the Company immediately of every absence from work and its probable duration. Upon request by the Company, you must promptly provide the Company with reasons for the absence.
- c. If you are unable to attend work due to illness or injury, you are required upon request or as set out in the Company's policy to provide a medical certificate from a registered medical practitioner confirming the illness or injury and stating its probable duration. In the case of any illness exceeding the stated probable duration, you will provide a further medical certificate from a registered medical practitioner within three (3) days after the expiry of the previous medical certificate.
- d. The Company may require that you undergo a thorough medical examination by a doctor approved by the Company, at the expense of the Company, for any absence from work due to an illness or injury. The Company will be provided with the results of the examination and you agree to complete any additional authorization necessary to enable the results of the examination to be shared with the Company.

12. TERMINATION OF EMPLOYMENT RELATIONSHIP

- a. Notwithstanding anything herein contained, your employment may be terminated immediately by the Company at any time without notice or payment in lieu thereof or any compensation whatsoever, if, among other things:
 - i. you disobey a lawful direction of the Company;
 - ii. you are guilty of any other serious misconduct;
 - iii. you commit any serious or persistent breach or non-observance of the terms, conditions or stipulations contained in this agreement, or are guilty of any negligence or misconduct in connection with or affecting the business or affairs of the Company;
 - iv. you breach your obligations under the paragraph headed NO CONFLICT OF INTEREST or any other material provision of the agreement set out in this letter, including under the paragraph headed TERMS AND SCOPE OF EMPLOYMENT;
 - v. you commit an act or acts in breach of the "Proprietary Information and Inventions Agreement" that you are required to sign in connection with your employment with the Company or "The Cisco Code of Business Conduct" as each may exist from time to time;
 - vi. you engage in conduct that could bring you or the Company into disrepute;
- b. During the probationary period, your employment may be terminated at any time:
 - i. by you giving to the Company 15 days' written notice; or by paying an amount equal to 15 days' fixed salary; or
 - ii. by the Company giving you 15 days' written notice or by paying you an amount equal to 15 days' fixed salary, less any applicable or required tax or other deduction, unless otherwise restricted by any state specific legislation.
- c. After the successful completion of the probationary period, your employment may be terminated at any time:
 - i. by you giving to the Company 60 days' written notice; or by paying an amount equal to 60 days' fixed salary; or
 - ii. by the Company giving you 60 days' written notice or by paying you an amount equal to 60 days' fixed salary, less any applicable or required tax or other deduction, unless otherwise restricted by any state specific legislation.
- d. You acknowledge and agree that such notice (or payment in lieu thereof) is reasonable notice of termination and no other notice requirements express or implied shall apply.
- e. Upon the effective notice of termination of your employment by either party, the Company shall have the right to relieve you from the performance of any and all duties of the position upon the continued payment of your salary and compensation, as then in effect, for the duration of the notice period. During such notice period, you may be required to not attend for work, at the Company's absolute discretion. However, you must not take up any alternate employment until the expiration of such notice period.
- f. The termination of your employment howsoever arising shall not affect such of the terms hereof as are expressed to operate or have effect thereafter and shall be without prejudice to any right of action already accrued to the Company in respect of any breach or default by you.
- g. If your employment is terminated for any reason:
 - i. the Company may off-set amounts you owe the Company against any amounts the Company owes you at the date of termination except for amounts the Company is by law not entitled to set-off;
 - ii. you must return all the Company's property (including property leased by the Company) to the Company on termination including all written or machine readable material, software, computers, credit cards, mobiles, laptops, keys and vehicles;
 - iii. your obligations contained within the "Proprietary Information and Inventions Agreement" that you are required to sign in connection with your employment, continue after the termination of your employment; and



iv. you must not record or retain any confidential information in any form after termination.

13. NO CONFLICT OF INTEREST

a. You warrant that:

i. you have not entered into any other agreement or arrangement which may be in conflict with the terms and conditions of your employment with the Company, or which would preclude you from fully performing your job responsibilities for the Company; and

ii. your performance of your duties for the Company does not and will not breach any obligation you have to keep in confidence: proprietary information; knowledge or data acquired by you in confidence or in trust prior to your employment by the Company; and you 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.

b. During your employment with the Company, you agree not to become associated as an owner, employee, agent, consultant, officer or partner or in any other capacity with any business which furnishes services or products similar to those of any member of the Cisco Group or which in any way otherwise competes with any member of the Cisco Group. While you are employed by the Company, you also agree not to become a director of any company or business, without the Company's prior written consent.

14. APPLICABLE LAW

This agreement is to be governed and construed by the laws of India.

15. NO WAIVER

The failure by the Company at any time to insist on performance of any provision of the agreement set out in this letter is not a waiver of its right at any later time to insist on performance of that or any other provision of the agreement set out in this letter.

16. REFERENCE OR BACKGROUND CHECKS

This offer of employment and any consequent employment relationship is contingent upon satisfactory reference and/or background checks as well as verification of your employment and salary history. Any false information provided by you or at your request may result in immediate termination of your employment with no compensation to you.

17. SEVERABILITY

The Company and you mutually agree that the provisions of this agreement are severable, and if any one provision is found to be invalid or unenforceable in whole or in part, the remainder of the agreement will remain valid and enforceable. The Company and you further agree that the court may modify any provision to make it valid and enforceable.

18. SUCCESSORS AND ASSIGNS

The Company will have the right to transfer and assign this agreement and all covenants and agreements herein will inure to the benefit of and be enforceable by such successors and assigns. This agreement is personal to you and you will not be entitled to transfer or assign it in whole or in part.

19. VARIATION

Any variation to this agreement must be in writing and agreed by both parties. The exercise of any right or discretion by the Company under the agreement set out in this letter or in connection with your employment is in its absolute discretion and is not subject to any implied restrictions (including any implied term of mutual trust and confidence).

20. MISCELLANEOUS

Headings are for ease of reference only and do not affect the meaning of the agreement set out in this letter. Unless expressly indicated otherwise, references to monetary amounts are references to an amount expressed in the currency of India.

21. TIME FOR ACCEPTANCE OF OFFER

By accepting this offer, you acknowledge and agree that this offer letter and the terms and conditions set forth in them accurately describe the employment relationship that you are willing to enter into with the Company and you agree that the terms and conditions of the employment are fair and reasonable. To accept the terms of this offer, you must do the following on or before the acceptance deadline of seven days following the date of this letter:

a. Sign the offer using DocuSign; and

b. acknowledge that you have received, reviewed and signed the Proprietary Information and Inventions Agreement and returned the completed, signed copy to as per instructions from Arun Bhargavan - arunbhar@cisco.com, or such other person nominated by Arun Bhargavan - arunbhar@cisco.com.

If you do not do these things by 30-May-2019 signifying your acceptance of the offer, the offer will lapse.

Welcome to the Cisco India family! We wish you a long and fruitful career with the Company.

Yours sincerely,



Signature Not Verified

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Phone=+919361687461, Email=arunbhar@cisco.com, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

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Priyanka Bhagat

Priyanka Bhagat

MANAGER RECRUITING. TALENT ACQUISITION

Acceptance

I, **Grahalaxmi Bhat**, accept this offer on the terms mentioned above.

Signature

Date

For Official Use Only:

123 - Cisco Systems (India) Private Limited

CONSULTING ENGINEER.004.CUSTOMER DELIVERY.CISCO-007281

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Name: Grahalsxml Date: 29-Jul-2019

You are entitled to relocation assistance under the Company's domestic relocation policy (Policy), a copy of which is enclosed. You are entitled to the "Domestic Standard" level of assistance (as set out in the Policy) and summarised below are the details of the relocation package being provided to help support your transition from **HONNAVAR** to **BANGALORE**. All benefits under the Policy are subject to the terms of the Policy from time to time and are "Discretionary Benefits" (as defined in your offer letter).

Particulars	Eligibility
Travel Fare Reimbursement	Economy class airfare or II AC train fare from your current location to the place of joining Cisco Systems by the shortest possible route will be reimbursed on actual expenses incurred for you and maximum at the time of joining the company. Original boarding passes are needed for reimbursement claims.
Movement of Household Goods	Reimbursement of expenses incurred towards shipment of household goods up to a maximum of INR 45,000 or actuals, whichever is less, subject to you submitting original receipts of the same.
Temporary Living Related Expenses	Cisco will be providing temporary accommodation for initial 15 days & it's applicable only to you. The company shall provide temporary accommodation and related expenses only for your stay only for a maximum period of 15 days. Limits for Related Expenses: - o Food INR 500 per day per person - o Laundry on submission of receipt/ or along with the hotel bills INR 400 per person/ per day - o Co. Provided Transport from company provided accommodation to campus and back as applicable.
Airport Transfers	Reimbursement of Airport Transfers in both current & new location subject to actual bill

For 123 - Cisco Systems (India) Private Limited

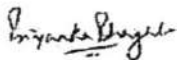
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I further understand and agree that Cisco's obligation to make any relocation payment(s) and reimbursement is contingent upon my continued employment with the Company. If I voluntarily terminate my employment within the first year of my relocation, or my employment is terminated for "cause" (as defined below) by the Company, I agree to pay back a pro-rata amount of all relocation payments and reimbursements advanced to me or paid on my behalf by Cisco. The pro-rata amount will be determined by multiplying the total payments and reimbursements paid by Cisco by (12 - total whole months of employment completed by me prior to termination)/12.

In the event of involuntary termination without cause or termination due to my acceptance of a voluntary retirement or redundancy scheme offered by the Company, I am not required to repay any amount to Cisco. "Cause" means any of the following reasons:

- (i) my continued material failure to perform my duties to Cisco (other than due to disability) after there has been delivered to me a written demand for performance which describes the specific material deficiencies in my performance and the specific manner in which my performance must be improved, all in accordance with the Cisco performance management plan, and which provides thirty (30) business days from the date of notice, or the amount of time specified in any applicable Cisco performance management plan, whichever is greater, to remedy such performance deficiencies;
- (ii) my engaging in an act of willful misconduct that has had or will have a material adverse effect on Cisco's reputation or business;
- (iii) my being convicted of a crime punishable by imprisonment;
- (iv) my committing an act of fraud against, or willful misappropriation of property belonging to, Cisco;
- (v) my material breach of the Cisco Code of Business Conduct, Conflict of Interest Agreement or Proprietary Information and Inventions Agreement;
- (vi) any other circumstance, or conduct, behaviour or omission by me, which entitles Cisco to terminate my employment immediately without notice or payment in lieu, including without limitation those set out in subclause (a) under the heading of TERMINATION OF EMPLOYMENT RELATIONSHIP in my offer letter.

I authorize Cisco, to the extent permitted by law, to deduct from any payments due to me on termination any amount owed to Cisco, as determined above. I further agree to re-affirm this authorization in writing in the event that my employment is terminated during my first year of employment, either voluntarily or involuntarily for cause. I agree to pay the remaining balance in full to Cisco within thirty (30) days of my termination date.



Priyanka Bhagat

MANAGER RECRUITING, TALENT ACQUISITION



Grahaxmi Bhat

Employee Name & Signature

Date: 6/7/19.



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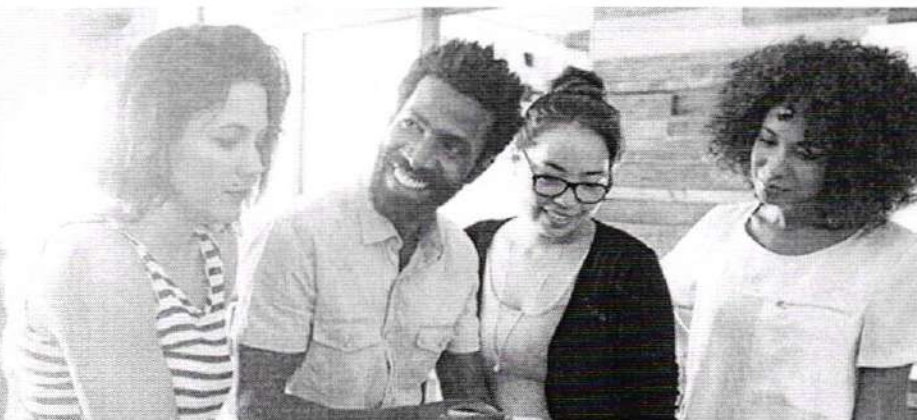
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Meghana Puttaswamy
#146, KR Mill's Colony,
Mysore, Karnataka 570003

Dear Meghana:

I'm delighted to offer you a role at Cisco, where you'll be joining 70,000+ people who change the way the world works, lives, plays, and learns! But our edge doesn't come from our world-changing technology, it comes from our people. People just like you.

If you decide to join us, we offer something exceptional – it's called Our People Deal. It is all about what Cisco will offer you, and what we ask of you in return. Below you'll find the beginning of what Cisco has for you.

We're offering you a position as a **ENGINEER**, Grade Level **004** in **123 - Cisco Systems (India) Private Limited**. You'll report to me, **Vijay Veerla - vijkrish@cisco.com** and you'll start in our **Bangalore, Karnataka, India** office.

When you'll start

We're planning for you to start on **29-Jul-2019** (Start Date). If this date won't work for you, please email me (**Vijay Veerla - vijkrish@cisco.com**) with the date you prefer and we can discuss options. You just need to make sure it is at least two weeks after we receive all your signed documents.

What Happens Next?

Please let us know your response to this offer by **20-Mar-2019** by either accepting this offer or contacting your recruiter or me to discuss.

If you accept the offer, you'll get access to our hiring portal, "My Documents Space" where you'll find more about what you need to get started on your Cisco career journey.

Get in touch if you have any questions. Reach out to me personally, or your recruiter, who is also a great source of information. It's been a pleasure getting to know you, **Meghana**. I look forward to having you on our team!

Welcome to Cisco!

Vijay Veerla - vijkrish@cisco.com
MANAGER.CUSTOMER DELIVERY



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02.02.2024 22:35

15th March 2019

Meghana Puttaswamy
#146, KR Mill's Colony,
Mysore, Karnataka 570003

Dear **Meghana**:

On behalf of **123 - Cisco Systems (India) Private Limited ("Company")**, I am pleased to offer you the position of **ENGINEER** (System Title: **ENGINEER.004.NETWORK ENGINEERING.CISCO-006740**) on the terms set out herein.

1. COMMENCEMENT OF EMPLOYMENT

- a. Subject to you obtaining the necessary employment or visa approvals, if any, from the relevant government authorities for your employment with the Company, your employment will commence on **29-Jul-2019**.
- b. Your employment is intended to be for an indefinite term, subject to:
- the Company's satisfaction, in its sole discretion, with the results of a background and reference check and verification of your salary and employment history;
 - your successful completion of an initial six (6) month probationary period. During the probation period you will be eligible for benefits in accordance with relevant Company policies; and
 - termination pursuant to the terms of this agreement and the requirements of applicable law.

2. TERMS AND SCOPE OF EMPLOYMENT

- a) You will be employed in the position of **ENGINEER** (System Title: **ENGINEER.004.NETWORK ENGINEERING.CISCO-006740**), grade level **004**.
- b. Your place of work will be in **BANGALORE, KARNATAKA, INDIA**. The Company may change your place of work, in its absolute discretion, to another location at which the Company maintains premises.
- c. You agree, as a condition of your employment and prior to the date of your commencement, that you will execute the Company's "Proprietary Information and Inventions Agreement".
- d. You agree that during your employment with the Company, you will comply with the Company's policies and procedures in place from time to time including Cisco's Code of Business Conduct. These policies and procedures form part of your contract of employment (and the Company may adopt, vary or rescind these policies from time to time in its absolute discretion and without any limitation (implied or otherwise) on its ability to do so). The COBC explains our Company's ethical values and culture, and the current version can be found at:
<https://investor.cisco.com/investor-relations/governance/code-of-conduct/default.aspx>
- e. Please read the document concerning "Conflicts of Interest" carefully as it highlights certain conflict of interest policies under the Cisco Code of Business Conduct that you will be expected to comply with while employed by Cisco. If, after reviewing this document, you believe your employment with Cisco will create a conflict of interest of the types described in that document, immediately contact **Akilesh Nair - aknair@cisco.com**, or **Arun Bhargavan - arunbhar@cisco.com**.

3. DUTIES

- a. You agree that, during your employment with the Company you must:
- i. perform to the best of your abilities and knowledge the duties assigned to you by the Company from time to time, whether during or outside Business Hours and at such places as the Company requires;
 - ii. serve the Company faithfully and diligently to the best of your ability;
 - iii. use all reasonable efforts to promote the interests of the Company;
 - iv. act in the Company's best interests;
 - v. comply with the Company's policies and procedures in place from time to time;
 - vi. comply with all law applicable to your position and the duties assigned to you; and
 - vii. report to the person or persons nominated by the Company from time to time.
- b. Without limiting your duties to the Company, you must not:
- i. act in conflict with the Company's best interests; or
 - ii. compete with the Company, Cisco Commerce Private Limited or any of their respective subsidiaries and affiliates (together, the "Cisco Group").
- c. You agree that, the Company may assign you additional tasks or to a new manager; modify or remove your assigned duties; or change the place of your employment without additional compensation to you, in accordance with the Company's needs.

4. SALARY

Your fixed salary of **INR 900,000.00** will be split equally (50%) into two components:

- a. basic salary which is fully taxable and may not be changed; and
- b. flexible compensation: This component is flexible and you may structure it by allocating it among the following, which apply

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43c6f4a0809fd41420957e5, C=K, Matkata, PostalCode=570006
Phone=+6262dc6a97e4c1a62b9871dd89f89c15c36e9252e3ca1
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TECHNOLOGY UNIVERSITY, C=IN

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in accordance with Company policy and relevant laws as established and amended from time to time:

- i. house rent allowance (HRA)/company leased accommodation (CLA): This allowance is exempt from tax to the extent permitted by income tax laws and is based on the actual rental amount paid. If you choose CLA, your monthly rent is paid in advance;
- ii. leave travel allowance (LTA): This is an allowance of up to INR 1,00,000 per annum, which is subject to applicable income tax laws;
- iii. food coupons: These are exempt from tax up to a maximum of INR 13,200 per annum; and
- iv. flexible allowance: this is the residual balance (if any) after allocating your Flexible Compensation amongst the above. This amount is taxable.

Your basic salary will be paid according to local payroll practices, subject to any tax or other deduction provided or permitted by law in force from time to time, such as the employee's share of provident fund contributions, as well as such other sums as may be agreed with you from time to time. Your fixed salary may be reviewed from time to time in accordance with Company policy but will not necessarily be increased and is paid in satisfaction of all services rendered by you under this agreement, including overtime, to the extent permitted by law.

You are encouraged to independently verify the tax implications on your salary. The taxable and non-taxable components of your salary may vary based upon the prevailing law as amended from time to time.

5. PROVIDENT FUND CONTRIBUTIONS AND GRATUITY

The Company shall make contributions of 12% of basic salary towards the provident fund. Gratuity will be paid in accordance with prevailing statutory requirements.

6. DISCRETIONARY BENEFITS

In addition to your salary, the Company may, at its absolute discretion, provide you with other benefits. Unlike your salary, the Company may cease providing these benefits, or change the basis on which it provides them, from time to time at its absolute discretion. Such benefits include, without limitation, the benefits set out in the remainder of this paragraph.

The Company's offer to you also includes a gross sign-on bonus of **INR 200,000.00**. This sign-on bonus will be paid to you in 2 installments (less tax and other authorized deductions). The first installment of **INR 100,000.00** will be paid on successful completion of 12 months of your employment and balance 50% of the amount **INR 100,000.00** will be paid as 2nd installment upon successful completion of 24 months of your employment. This sign-on bonus will not be paid if, on the date of payment: either party has given the other notice of termination of your employment; or you are no longer employed by the Company.

You authorize the Company to withhold from your final pay, to the extent permitted by law, any Sign-On Bonus reimbursement due to the Company as described above and you agree to sign whatever further authorization may be required by the Company at the time to give effect to this. In the event the reimbursement amount you owe the Company is greater than the amount withheld, you must pay the balance in full to the Company within thirty (30) days of the date your employment terminates.

You may be eligible to participate in any bonus scheme applicable to your position that the Company has in place from time to time. You acknowledge any bonus shall be at the absolute discretion of the Company, and you agree that as a condition of participating in any such scheme that you will not make, and do not have, any legal claim to expect or be entitled to a bonus, even if such payment was made repeatedly and without any explicit acknowledgment on each occasion as to its voluntary and/or discretionary nature.

You may be entitled to participate in the Company's benefits plans as operated from time to time, at such times as you qualify for them or, as the case may be, as you are selected, at the Company's absolute discretion, for participation in them. These include insurance benefits, additional leave entitlements such as maternity leave, marriage leave and bereavement leave, and other benefits.

7. VACATION ENTITLEMENT AND PAID HOLIDAYS

- a. You will be entitled to privilege leave in accordance with the Company's leave policy in place from time to time, subject to applicable law.
- b. You are entitled to public holidays in accordance with the laws of the state in which you work.
- c. Privilege leave and public holidays will be paid as actual workdays.
- d. Upon termination of your employment for any reason whatsoever, any outstanding accrued vacation shall be paid to you.

8. HOURS OF WORK

You are expected to work during the Company's normal business hours (Business Hours). The normal working days will be five days a week. However, you may be required to work in excess of the Business Hours or outside normal working days as necessary to perform your duties and responsibilities. The salary payable to you hereunder is adequate compensation in case you are required to work for any additional hours and you shall not be entitled to any additional payment in this regard.

9. BUSINESS TRAVEL

Your duties may require you to engage in travel on behalf of the Company including travel outside India. As a consequence, you must work any additional hours as required. The salary payable to you hereunder is adequate compensation in case you



Signature Not Verified

SIGNATURE OF THE EMPLOYEE
CHSOKKALINGAM ARUMUGAM DEVARAJ
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Phone=6200087854, Email=arumugam@jss.ac.in
b465469c98868808, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY

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iv. you must not record or retain any confidential information in any form after termination.

13. NO CONFLICT OF INTEREST

a. You warrant that:

- i. you have not entered into any other agreement or arrangement which may be in conflict with the terms and conditions of your employment with the Company, or which would preclude you from fully performing your job responsibilities for the Company; and
- ii. your performance of your duties for the Company does not and will not breach any obligation you have to keep in confidence: proprietary information; knowledge or data acquired by you in confidence or in trust prior to your employment by the Company; and you 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.

b. During your employment with the Company, you agree not to become associated as an owner, employee, agent, consultant, officer or partner or in any other capacity with any business which furnishes services or products similar to those of any member of the Cisco Group or which in any way otherwise competes with any member of the Cisco Group. While you are employed by the Company, you also agree not to become a director of any company or business, without the Company's prior written consent.

14. APPLICABLE LAW

This agreement is to be governed and construed by the laws of India.

15. NO WAIVER

The failure by the Company at any time to insist on performance of any provision of the agreement set out in this letter is not a waiver of its right at any later time to insist on performance of that or any other provision of the agreement set out in this letter.

16. REFERENCE OR BACKGROUND CHECKS

This offer of employment and any consequent employment relationship is contingent upon satisfactory reference and/or background checks as well as verification of your employment and salary history. Any false information provided by you or at your request may result in immediate termination of your employment with no compensation to you.

17. SEVERABILITY

The Company and you mutually agree that the provisions of this agreement are severable, and if any one provision is found to be invalid or unenforceable in whole or in part, the remainder of the agreement will remain valid and enforceable. The Company and you further agree that the court may modify any provision to make it valid and enforceable.

18. SUCCESSORS AND ASSIGNS

The Company will have the right to transfer and assign this agreement and all covenants and agreements herein will inure to the benefit of and be enforceable by such successors and assigns. This agreement is personal to you and you will not be entitled to transfer or assign it in whole or in part.

19. VARIATION

Any variation to this agreement must be in writing and agreed by both parties. The exercise of any right or discretion by the Company under the agreement set out in this letter or in connection with your employment is in its absolute discretion and is not subject to any implied restrictions (including any implied term of mutual trust and confidence).

20. MISCELLANEOUS

Headings are for ease of reference only and do not affect the meaning of the agreement set out in this letter. Unless expressly indicated otherwise, references to monetary amounts are references to an amount expressed in the currency of India.

21. TIME FOR ACCEPTANCE OF OFFER

By accepting this offer, you acknowledge and agree that this offer letter and the terms and conditions set forth in them accurately describe the employment relationship that you are willing to enter into with the Company and you agree that the terms and conditions of the employment are fair and reasonable. To accept the terms of this offer, you must do the following on or before the acceptance deadline of seven days following the date of this letter:

- a. print, sign and give, or scan/email your signed copy of this offer letter to **Arun Bhargavan - arunbhar@cisco.com**, or such other person nominated by **Arun Bhargavan - arunbhar@cisco.com**; and
- b. acknowledge that you have received, reviewed and signed the Proprietary Information and Inventions Agreement and returned the completed, signed copy to as per instructions from **Arun Bhargavan - arunbhar@cisco.com**, or such other person nominated by **Arun Bhargavan - arunbhar@cisco.com**.

If you do not do these things by seven days after the date of this letter, your acceptance of the offer, the offer will lapse.

Welcome to the Cisco India family! We wish you a long and successful career with the Company.

Yours sincerely,



Signature Not Verified
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02.02.2024 22:35



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UNIVERSITY

Domestic Relocation BenefitsName: **Meghana** Date: **29-Jul-2019**Dear **Meghana**,

You are entitled to relocation assistance under the Company's domestic relocation policy (**Policy**), a copy of which is enclosed. You are entitled to the "Domestic Standard" level of assistance (as set out in the Policy) and summarised below are the details of the relocation package being provided to help support your transition from **MYSORE** to **BANGALORE**. All benefits under the Policy are subject to the terms of the Policy from time to time and are "Discretionary Benefits" (as defined in your offer letter).

You will be reimbursed expenses towards the following items subject to limits specified below. Please ensure that reimbursements are submitted in the tool and within timelines as specified in the Domestic Relocation policy.

Particulars	Eligibility
Travel Fare Reimbursement	Economy class airfare or II AC train fare from your current location to the place of joining Cisco Systems by the shortest possible route will be reimbursed on actual expenses incurred for you and maximum at the time of joining the company. Original boarding passes are needed for reimbursement claims.
Movement of Household Goods	Reimbursement of expenses incurred towards shipment of household goods up to a maximum of INR 45,000 or actuals, whichever ever is less, subject to you submitting original receipts of the same.
Temporary Living Related Expenses	Cisco will be providing temporary accommodation for initial 15 days & it's applicable only to you. The company shall provide temporary accommodation and related expenses only for your stay only for a maximum period of 15 days. Limits for Related Expenses: - o Food INR 500 per day per person - o Laundry on submission of receipt/ or along with the hotel bills INR 400 per person/ per day - o Co. Provided Transport from company provided accommodation to campus and back as applicable.
Airport Transfers	Reimbursement of Airport Transfers in both current & new location subject to actual bill

Note:

All reimbursements are subject to submission of original bills and receipts.

All reimbursements to be claimed through i-expenses and within timelines as specified in the Policy.

Any additional expenses borne by you will not be eligible for reimbursement.

The Company will also pay you a relocation allowance of **INR 75,000.00** equivalent to **30 days'** fixed salary. This allowance is subject to deduction for tax, as applicable.

Please refer to the Policy for additional details or contact GBS Employee Experience: HR Support

For **123 - Cisco Systems (India) Private Limited**



Priyanka Bhagat

MANAGER RECRUITING, TALENT ACQUISITION

Relocation Payback Agreement

Date: 29-Jul-2019

Name: **Meghana Puttaswamy**

Signature Not Verified

I understand and agree that 123 - Cisco Systems (India) Private Limited ("Cisco") may, in its sole discretion, require that I provide additional acceptable documentation of some or all of the expenses before reimbursing me for those expenses.

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I further understand and agree that Cisco's obligation to make any relocation payment(s) and reimbursement is contingent

upon my continued employment with the Company. If I voluntarily terminate my employment within the first year of my relocation, or my employment is terminated for "cause" (as defined below) by the Company, I agree to pay back a pro-rata amount of all relocation payments and reimbursements advanced to me or paid on my behalf by Cisco. The pro-rata amount will be determined by multiplying the total payments and reimbursements paid by Cisco by (12 - total whole months of employment completed by me prior to termination)/12.

In the event of involuntary termination without cause or termination due to my acceptance of a voluntary retirement or redundancy scheme offered by the Company, I am not required to repay any amount to Cisco. "Cause" means any of the following reasons:

- (i) my continued material failure to perform my duties to Cisco (other than due to disability) after there has been delivered to me a written demand for performance which describes the specific material deficiencies in my performance and the specific manner in which my performance must be improved, all in accordance with the Cisco performance management plan, and which provides thirty (30) business days from the date of notice, or the amount of time specified in any applicable Cisco performance management plan, whichever is greater, to remedy such performance deficiencies;
- (ii) my engaging in an act of willful misconduct that has had or will have a material adverse effect on Cisco's reputation or business;
- (iii) my being convicted of a crime punishable by imprisonment;
- (iv) my committing an act of fraud against, or willful misappropriation of property belonging to, Cisco;
- (v) my material breach of the Cisco Code of Business Conduct, Conflict of Interest Agreement or Proprietary Information and Inventions Agreement;
- (vi) any other circumstance, or conduct, behaviour or omission by me, which entitles Cisco to terminate my employment immediately without notice or payment in lieu, including without limitation those set out in subclause (a) under the heading of TERMINATION OF EMPLOYMENT RELATIONSHIP in my offer letter.

I authorize Cisco, to the extent permitted by law, to deduct from any payments due to me on termination any amount owed to Cisco, as determined above. I further agree to re-affirm this authorization in writing in the event that my employment is terminated during my first year of employment, either voluntarily or involuntarily for cause. I agree to pay the remaining balance in full to Cisco within thirty (30) days of my termination date.

Priyanka Bhagat

Priyanka Bhagat

MANAGER RECRUITING, TALENT ACQUISITION

Meghana P

Meghana Puttaswamy

Employee Name & Signature

20th March 2019

Date:



Signature Not Verified

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Phone=+91936030874141010a, Email=arunachal@jss.ac.in,
dn=CN=SOKKALINGAM ARUNACHALAM DHANARAJ, OU=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

02.02.2024 22:35



Hewlett Packard Enterprise

2 Dec, 2018

PRAJWAL MYSORE JAYAKUMAR

4504/9 B, L-1A, 8th Cross, Tank Road, N.R.Mohalla, MYSURU
India

Dear PRAJWAL,

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 Prasad M M. Your location would be Bangalore, Karnataka.

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

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: Prajwal Mysore Jayakumar

Signature: *Prajwal*

Date: 03/01/2019

Signature Not Verified



SOKKALINGAM ARUNACHALAM DHANARAJ
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- We look forward to having you join us and wish you a fruitful training with us.

Mathi.

APJ Technology & Services Talent Acquisition
Manager

Name: Prajwal Mysore Jayakumar

Date: 03/01/2019

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SERIALNUMBER=09c71c7343050507d3db0f7d6fa45d76c824f43c67a40809fd141209557e, S=Kolkata, PostalCode=570006
Phone=+6622dc6a974c1a62b9971dd899f89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN



PRAJWAL MYSORE JAYAKUMAR

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.

Wells:

Name: Prajwal Mysore Jayakumar

Date: 03/01/2019

Signature Not Verified

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TECHNOLOGY UNIVERSITY, C=IN

Hewlett Packard Enterprise

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.

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

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition
Manager



FOR Employee

Name: Prajwal Mysore Jayakumar

Signature: Prajwal

Date: 03/01/2019

Signature Not Verified

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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:

- 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

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FOR Employee

Name: Praywal Mysore Jayakumar

Signature: Pravin

Date: 03/01/2019

Signature Not Verified

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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.

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.

Atchli.

APJ Technology & Services Talent Acquisition
Manager

Name: Prajwal Mysore Jayakumar

Date: 03/01/2019

Signature Not Verified

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Hewlett Packard Enterprise

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

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: Prajwal Mysore Jayakumar

Signature: *Prajwal*

Date: 03/01/2019



Signature Not Verified

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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

Extreme Networks India Private Limited

CONFIDENTIAL

Offer Letter

16th February, 2019

Ms. Sumedha Sreedhara
#1074,"Sankalpa", 6th Cross
South bogadi - 2nd Stage
Prashantha Nagara
Mysore, Karnataka – 570026

Dear Sumedha,

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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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.

K. Motey

Katayoun Motiey
Director



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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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.

Signature Not Verified

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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.

Signature Not Verified

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

15.3 "India" means the Republic of India.

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.

16.3 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.

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 sent 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.

Yours sincerely

Katayoun Motiey
Director

Signed Sumedha
Sumedha Sreedhara

Signature Not Verified

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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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TECHNOLOGY UNIVERSITY,C=IN

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arm

October 08, 2018

Vikas K M
MysoreName: Vikas.K.m.
USN: 4JC15EC118
Branch: ECE

Dear Vikas,

On behalf of ARM Embedded Technologies, I am pleased to offer you the position of a Graduate Engineer at ARM Embedded Technologies Private Limited ("Company") in Bangalore, India. You will be a Grade 2 employee. I extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a favorable impression with everyone you have met and we are excited with the prospect of you joining our Company.

Your manager shall determine your responsibilities and such other tasks as may be assigned to you from time to time by the Company. You shall devote your full time, ability, attention, energy and skills solely and exclusively in performing all duties as assigned and delegated to you by the Company.

1. Your total annual compensation (Gross Remuneration) will be INR 9,00,000. Please refer to the attached India Benefits sheet for the details on compensation break up and vacation. You will be paid monthly and the payments will be deposited to your bank account after all appropriate withholdings and tax deductions are made at the source by the Company.
2. Subject to the rules of the Launch Award Policy and to you commencing employment with ARM on your agreed start date, you will be eligible to receive a discretionary cash award ("launch award") in the amount of INR 5,72,000. The award will vest and be payable to you in three instalments on or around the first, second and third yearly anniversaries of the date of grant of the award; payments will be made in the next available payroll following the anniversary date. The vesting schedule for the cash award will be as follows: 12 months after the award - 50%, 24 months after the award - 35%, 36 months after the award - 15%. Payments will be made subject to you remaining in employment with the Company at the payment date of each instalment. All payments will be made subject to withholdings for applicable taxes and other deductions. Any award that is made is entirely subject to the rules governing that award (which take precedence over this letter) including but not limited to the Launch Award Policy; the ARM board may lapse any or all awards that have been made to current colleagues for any reason at their absolute discretion; the Company is under no obligation to advise or consult with you or obtain your consent in relation to any change in the rules at any time whatsoever.
3. Upon acceptance of this offer, your employment with ARM Embedded Technologies Private Limited shall begin on a mutually agreed upon date.
4. During your entire period of employment, you are required to abide by the Company Rules and Practices as described in the Company policies. You are also required to sign the Employment and Confidentiality Agreement before joining the Company, a copy of which has been provided concurrently with this offer letter.
5. You and the company shall be entitled to terminate your employment with or without cause by giving one months' notice in writing to the other or one month's salary in lieu of notice. This decision will be confirmed in writing. The Company reserves the right to ask you to leave prior to the end of the "Notice Period", otherwise, it is expected that you stay through to the end of this period.



Signature Not Verified

Arm Embedded Technologies Private Limited
Bagmane World Technology Center, 5th Floor

Marathahalli Outer Ring Road, Mahadevapura, Doddanekundi, Bangalore - 560 048.

Main Phone : +91 80 4928 2000 | Fax Line : +91 80 4127403 | CIN : U72200KA2002PTC031153

www.arm.com

22/Aug/2018

To,

Muthu Kumar

SJCE Mysuru

Letter of Offer

Dear Mathew

Welcome to Team CoreEL.

With reference to your application and the subsequent interview, we are pleased to offer you a position of **Design Engineer** at Bangalore location. Your total Annual Compensation inclusive of Company's contribution to Provident Fund will be **Rs. 385,580/- (Rupees Three Lakhs Eighty Five Thousand Five Hundred and Eighty only)**.

Team CoreEL is a close-knit team of highly talented and committed individuals providing Customer Application Specific Products and Solutions to its high-tech customers. CoreEL's strength lies in its ability to blend deep domain knowledge with right ingredients across its portfolio of offerings. The driving force that enables CoreEL to deliver leading-edge technology solutions is its distinctive culture. This culture fosters innovation, quality and can-do-it attitude across all disciplines. We believe you have the necessary aptitude to blend and be a part of Team CoreEL.

You shall be notified of the date of joining, which is currently expected to be in **August 2019** and you will enter into Service Agreement with the company for the period of Three years with effective from Date of Joining. Your employment shall be effective only upon completion of all joining formalities including your written acceptance of such binding agreements which the company may present on the date of joining and counter signature by the company.

On the designated joining date please furnish the copy of following documents and bring the originals for verification.

1. Academic & Professional Qualification Certificate from X Std. onwards.
2. Five Passport size photographs
3. Copy of PAN Card
4. Copy of the Identity Proof (Passport/Voters ID/ Aadhaar Card/ Driving License etc.)
5. Copy of current address proof



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Page 1 of 3

We welcome you to the **CoreEL** family.

I accept this offer:

B. Muthu Kumar

Date: 22-8-18

Sangeetha Gururaj
Director - HR



Signature Not Verified

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ANNEXURE I

Muthu Kumar.
Design Engineer

SALARY STRUCTURE		
Sl. No.	DESCRIPTION	AMOUNT (INR)
A) Monthly Emoluments		
1	Basic Salary	21,100.00
2	House Rent Allowance	7,516.67
3	Employers Contribution to Provident Fund	1,800.00
MONTHLY GROSS		30,417
ANNUAL GROSS		INR 365,000.00
B) Other Annual Benefits		
1	Insurance	8,350.00
2	Gratuity	12,230.00
Total CTC		INR 385,580.00

For CoreEL Technologies (I) Pvt. Ltd.,

Sangeetha
Sangeetha Gururaj
Director - HR

I accept the above Salary Structure

Signature : R. Muthu Kumar

Date : 22-8-18



Signature Not Verified

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02.02.2024 22:35



INTERNSHIP LETTER

Balachandra H N
#30, KHB Colony 2nd Cross, 2nd Stage Vishweshwaranagara
Mysuru – 570008
KA
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Dear Balachandra,

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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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 : U72900DL120057AA

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Internet Services Private Limited

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

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REGISTERED OFFICE :

Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi - 110019, Delhi

Tel. : + 91 - 8860331111 Fax : + 91 - 80 - 3062 5685

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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).

You will not be entitled to any leaves or such other employee benefits during the term of your internship with Amazon India.

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

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**Internet Services
Private Limited**

- (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

REGISTERED OFFICE :

Signature Not Verified

CIN : U-SDKALINGAN ARUNG M. DHANARJO 227638

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Internet Services Private Limited

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TECHNOLOGY UNIVERSITY, C=IN

assistance to be reimbursed by the Company). In the event such protective 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.
- (ii) 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;

- (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.



REGISTERED OFFICE :

Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi - 110019, Delhi

Signature Not Verified

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Internet Services Private Limited

- 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

- 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

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REGISTERED OFFICE :

Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi - 110019, Delhi

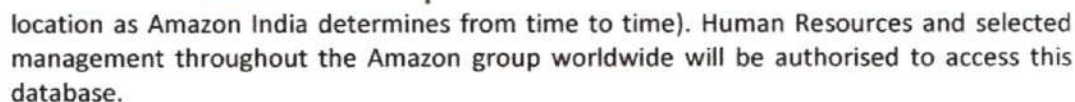
Tel. : + 91 - 80 - 3342 1111 Fax : + 91 - 80 - 3062 5685

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TECHNOLOGY UNIVERSITY, CH

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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.

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.

- 12.1 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, 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.

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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 or 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 or trade secret information of a third party;

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.





- ## 16. Notices

17. Waiver

18. Severability

19. Liability for Breach

20. Governing Law and Jurisdiction

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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.





**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 22:23:33 +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

Signature Not Verified

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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. Bharath V N
#1486, 11Th Cross, 3Rd Main, A Block
Dattagalli,
Mysore - 570022

Subject: Offer of Employment

Dear Bharath V N:

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

Regd. Off.: Floor 4, Deloitte Tower 1, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India
GST Reg No: 29AABCD0476H1Z0 CIN: U72900



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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.

Bharath V N, 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 Pandey

B5048691B576429

Authorized Signatory



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Bhasath . V . N

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Deloitte - Letter of Intent

1 message

USI Consulting Campus (US) <usiconsultingcampus@deloitte.com>

Thu 28 Feb, 2019 at 6:30 PM

Deloitte.

Deloitte in India | February 2019



Dear Candidate,

On behalf of Deloitte Consulting India Private Limited (the "Employer" or "Company"), we are pleased to confirm our letter of Intent to hire you as a **Business Technology Analyst**.

As a formal response to this Letter of Intent, please [click here](#) and share your acceptance (accept/decline) of the offer within **two business days** of receipt of this mail, after which period this offer shall lapse automatically.

A detailed offer letter describing the terms of your employment and related contingencies will follow post your acceptance of this Letter of Intent.

The Company has decided to provide some training courses to you, which will tentatively start from 8-March-2019 to 30-May-2019. This training is subject to the non-disclosure agreement that is the first part of the Letter of Intent, you are expected to read the terms and conditions thoroughly before accepting the same.

We extend this Letter of Intent to you as the Company represents, with great confidence in your abilities, you have made a very favorable



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TECHNOLOGY UNIVERSITY
02.02.2024 22:35

308

Mr. Harish M

Acceptance

I, **Harish M**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

06/29/2019

Signature

Date



Signature Not Verified

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SERIALNUMBER=09C71C743005C2F6300B7D5EA45476C824FF
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Phone=+919226268776,c=IN,ou=JSS Science and Technology University, email=arunachal.dhanap@jssstuniversity.edu.in,
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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

06/25/2019

Ms. Shimone P Vyas ✓
55 - C 3Rd Main 3Rd Cross
A Layout Bannimantap,
Mysore - 570015

Subject: Offer of Employment

Dear Shimone P Vyas:

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

Regd. Off.: Floor 4, Deloitte Tower 1, Survey No. 41, Gachibowli Village, Hyderabad - 500032, Telangana, India
GST Reg No: 29AABCD0476H1ZO
CIN: U72900

Signature Not Verified

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TECHNOLOGY UNIVERSITY, CN=

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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.

Shimone P Vyas, 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

- R5048691B67B429

Authorized Signatory



Signature Not Verified

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TECHNOLOGY UNIVERSITY, C=IN

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Signature

054CAB32B518483

Shimone P Vyas

DocuSigned by:

Date

06/26/2019

Please sign and date your Acceptance

I, Shimone P Vyas, hereby accept the terms and conditions of this employment offer.

Acceptance

Ms. Shimone P Vyas

Signature Not Verified

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Phone=91-95003874-4180, Email=arumugam.dhanaraj@jss.ac.in
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TECHNOLOGY UNIVERSITY, C=IN

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Annexure A

Ms. Shimone P Vyas

Business Technology Analyst

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	14,600	1,75,200
House Rent Allowance (HRA)	7,300	87,600
Special Allowance ^{1a & 1b}	9,452	1,13,424
Leave Travel Allowance ²	1,460	17,520
Meal Card ³	2,200	26,400
Differential Allowance(L)	4,855	58,260
Employer's contribution to PF	1,800	21,600
Total Salary (in Rs.)	41,667	5,00,004
Variable Bonus* You will be eligible for a performance linked variable bonus. If applicable, it will be paid out on the 31st of August on the basis of your performance and performance of the business		
Medical Insurance Premium ⁴	1,448	17,378

* The Variable Bonus will vary, primarily based on your performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from 0-10% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer on August 31st following the close of the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid on August 31st of that subsequent year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-



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TECHNOLOGY UNIVERSITY, C=IN

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

06/21/2019

Ms. Sanjana M
#285, Rajarajeshwari Nagar
Beml 2Nd Stage,
Mysuru - 570022

Subject: Offer of Employment

Dear Sanjana M:

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

Regd. Off.: Floor 4, Deloitte Tower 1, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India
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TECHNOLOGY UNIVERSITY, C=IN

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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.

Sanjana M, 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:

Usha Sri Tangirala

-E7214289DB734A5

Authorized Signatory



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TECHNOLOGY UNIVERSITY,C=IN



Mr. Kiran Venkatachala

#5, 2nd Main, 9th Cross, Saraswatipuram,
Mysuru - 570009

Email: vkiran338@gmail.com | Mobile : +91 9632909388

14th November 2018

Dear Kiran,

We are pleased to offer you a short-term project assignment as a "Project Intern" from 14th 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 T
Reason:Digitally signed
Location:Bangalore
Signing Date:08/11/2019 17:30



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Phone=919632909388, OU=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, O=JSS SCIENCE AND
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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.

K. Motief

Katayoun Motiey
Director



Signature Not Verified

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Hewlett Packard Enterprise

63 EC 092

18/19

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 SHASHANK ✓

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

FOR Company

Shalini

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager



FOR Employee

Name: SHASHANK RAO M

Signature: *[Signature]*

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Phone=+912026547541, cn=RAJ, o=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY

02.02.2024 22:35



Hewlett Packard Enterprise

SHASHANK RAO

G2, Aikya Homes, 1st Main, 1st Cross, Bhoo Shresta Layout, Margondanahalli
Bengaluru India 560036

Dear SHASHANK,

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

FOR Company

Shalini

Shalini Dutta



APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: SHASHANK RAO M

Signature: *[Signature]*

Signature Not Verified

SOKKALINGAM ARUNACHALANARAJ
CIN: SOKKALINGAM ARUNACHALANARAJ
SERIALNUMBER: 09C71C743020417023007d0eaa5d76d24f
43c67a0809d041420957ae JS-IT, Malaka, PostalCode: 570006
Phone: 822000874414870000, Email: SARUNACHALANARAJ@JSS-IT.COM
H46546be38866809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY

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1.4. Gratuity:

1.5 Insurance

1.6. Leave

1.7 Relocation Expenses

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

2.2. Work Place

FOR Company

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: SHASHANK RAO M

Signature: _____

Signature Not Verified

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2.3 Probation

2.4 Transfer

2.5 Retirement

2.6 Notice for Separation/ Termination

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 Company

Mathi

Shalini Dutta

APJ Technology & Services Talent Acquisition Manager 



FOR Employee

Name: SHASHANK RAO M

Signature: 

Signature: Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
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43c67a408091d14124095f5e-S=K.mataka, PostalCode=570006
Phone=6c62dc65a97e4c1a62b9b71dd89bf98c15c36e9252e3ca1
b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

02/02/2024 22:35



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.

2.7 Conflict of Interest

2.8 Standards of Business Conduct

2.9 General Conditions

4) You will be covered by Hewlett Packard Enterprise Employee's Intellectual Property Policy, the

Methi



Name: SHASHANK RAO M

Signature Not Verified

APJ Technology & Services Talent Acquisition
Manager

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 SERIALNUMBER=09c71c7430050542d3d0fbfd7d6ea4576c824f1
 43c67a40809f0df414209575e/S=Katakata, PostalCode=570006
 Phone=+65269979461,OA=REGISTRATION,Id=89f9f91c5c36e9252e3ca1
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 TECHNOLOGY UNIVERSITY, C=IN

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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.

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

- a) Annexure (I) - Annualized Compensation & Benefit Statement
- b) Annexure (II) - Flexible Benefit Plan
- c) ARCIPD

(A) Basic Salary	Rs320,000
(B) Flexible Benefit Plan	Rs426,208
(C) Retirals	Rs53,792

Total Cost to Company 800,000.00

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)

02/02/2024 22:35



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.

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.

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):

Signature Not Verified

SOKKALINGAM ARUNJAN RAO
CN=SOKKALINGAM ARUNJAN RAO, OU=PARAJI,
SERIALNUMBER=09c71ca1d680e, PostalCode=570026,
43b678da009bf4142005f78-S-25-06-2019, PostalCode=570026,
Phone=+919269746204, email=sokkingam@rediffmail.com,
b465469eb380265809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN





Supporting Documents: Declaration*

Supporting Documents: As per program guidelines

Supporting Documents: Declaration

328



- 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

- 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

- a) Q1 - April, May, June
- b) Q2 - July, August, September
- c) Q3 - October, November, December
- d) Q4 - January, February, March

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.

Uethi

APJ Technology & Services Talent Acquisition
Manager

Name: SHASHANK RAO M

Signature: _____
 Signature Not Verified

25-06-2019

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TECHNOLOGY UNIVERSITY, C=IN
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Mandatory Documents List

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.

- No of copies - Two

- No of copies - Two

- No of copies - Two

- No of copies - Two

- No of copies - One

- Original required for verification - No

Methi



APJ Technology & Services Talent Acquisition
Manager

Name: SHASHANK RAO M

Signature Not Verified

25-06-2019

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TECHNOLOGY UNIVERSITY, C=IN



Hewlett Packard Enterprise

No of copies - One

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

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

SHASHANK RAO

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

FOR Company

Shalini

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager



FOR Employee

Name: SHASHANK RAO M

Signature: 

Signature Not Verified

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Phone=+919210487441487441, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

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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:

- 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).

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:

- FOR Company



JSS
SCIENCE AND
TECHNOLOGY
UNIVERSITY
Mysuru

APJ Technology & Services Talent Acquisition Manager

FOR Employee

Name: SHASHANK RAO M

Signature:  Signature Not Verified

25-06-2019

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b465469e38d65809, OJ-REGISTRATION, O-JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN



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.

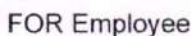
5. **Work Product.** The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company 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

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Name: SHASHANK RAO M

APJ Technology & Services Talent Acquisition Manager

Signature Not Verified

25-06-2019

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.

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

FOR Company

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: SHASHANK RAO M

Signature: _____
Signature Not Verified

25-06-2019

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SERIALNUMBER=09c713f743005042d3f0b7d5bea45d768242
43c67a40809d141420957ae5=Sk=matika, PostalCode=57000
Phone=0662409794c1a82d9eb97dd89189c15c36e9252e3ca1a
b46546e9388d6580, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN



Hewlett Packard Enterprise

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.

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

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager



FOR Employee

Name: SHASHANK RAO M

Signature: *[Signature]*

Signature Not Verified

SOKKALINGAM ARUNACHALAM DHANASEKARAN
CIN:50KALINGAM ARUNACHALAM DHANASEKARAN
SERIALNUMBER:0967147430000400300705ea45d76c824f
43c67a40809d841420957aa/Sig:Malaka, PostalCode:570006,
PhoneNo:62010807414182581, Email:shashank.rao@jss.ac.in
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TECHNOLOGY UNIVERSITY

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Hewlett Packard Enterprise

Hewlett Packard (India) Software Operation Pvt. Ltd.

Sy. No. 192, Whitefield Road,
Mahadevapura Post,
Bangalore - 560 048

24 Jun, 2019

Dear ANAGHA CHANNABASAVARAJU

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

FOR Company

Shalini

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: ANAGHA - C

Signature: *AB*

Signature Not Verified 26-06-2019



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TECHNOLOGY UNIVERSITY

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1.4. Gratuity:

1.5 Insurance

1.6. Leave

1.7 Relocation Expenses

2 GENERAL TERMS and CONDITIONS OF EMPLOYMENT

Job Function: Engineering

Job Family: SW Engineering(Systems)

Job Code & Job Title (Internal): 00102K - Systems/Software Engr I

Job Level: Entry

Salary Grade: M17

2.2. Work Place

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

FOR Company

Bethi.

Shalini Dutta

APJ Technology & Services Talent Acquisition Manager

FOR Employee

Name: ANAGHA .C

Signature: 

Signature Not Verified 26-06-2019

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CN=SOKKALINGAM ARUMUGHM DHANARAJ,
SERIALNUMBER=09c71c743005042d3f0bf76ea45d758c241-
43c7e40809df41420957ae3c387atataka.PostalCode=570006
Phone=522638491Age=2971Gender=M89c15c36e9252e3ca1-
D465469e388465809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

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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

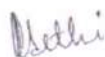
You will retire from the services of the Company on the last date of the month in which you reach the age of sixty. The date of birth as recorded at the time of employment will be reckoned for this purpose.

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



Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager



FOR Employee

Name: ANAGHA C

Signature: 

Date: 26-06-2019

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TECHNOLOGY UNIVERSITY, C=IN
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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

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.

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.

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.

5) If you are absent from the designated office beyond a period of 13 working days without adequate

Belhi.

APJ Technology & Services Talent Acquisition
Manager

Name: ANAGHA . C

Signature Not Verified 26-06-2019

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SERIALNUMBER=09c71c743005047d3f0b07d1f6ea45d76c824-
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b465469e388d65809, OU=REGISTRATION, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN





3.0 Choice of Law

Enclosed:

- a) Annexure (I) - Annualized Compensation & Benefit Statement
- b) Annexure (II) - Flexible Benefit Plan
- c) ARCIPD

All figures are INR per annum

(A) Basic Salary	Rs320,000
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(B) Flexible Benefit Plan Rs426,208

(C) Retirals	Rs53,792
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Provident Fund @12%

Gratuity @ 4.81%

Total Cost to Company 800,000.00

24 Jun, 2019

ANAGHA CHANNABASAVARAJU

CONFIDENTIAL

Dear ANAGHA CHANNABASAVARAJU

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:

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.

FOR Company

Bethi.

Shalini Dutta

APJ Technology & Services Talent Acquisition Manager

FOR Employee

Name: ANAGHA C

Signature: 

Signature Not Verified - 06-06-19

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SERIALNUMBER=09c71c7430050547d3f0b7f6dea45d76c824f
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02/02/2024 22:35





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.

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*
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

Bethi

APJ Technology & Services Talent Acquisition Manager

Name: ANAGHA - C

Signature: 

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TECHNOLOGY UNIVERSITY, C=IN

02.03.2024 23:25



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

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.

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.
 - 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

Uethi

APJ Technology & Services Talent Acquisition Manager

Name: ANAGHA. C

Signature Not Verified 06-06-19

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

- 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.

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

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: ANAGHA - C

Signature: Abaj

Signature Not Verified 26-06-19

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TECHNOLOGY UNIVERSITY, C=IN



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Hewlett Packard Enterprise

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

ANAGHA CHANNABASAVARAJU

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

FOR Company

Shalini

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager



FOR Employee

Name: ANAGHA. C

Signature: *ANAGHA*

Date: 26-06-19

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Hewlett Packard Enterprise

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.

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.

FOR Company

Shalini

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager



FOR Employee

Name: ANAGHA.C

Signature: *ANAGHA.C*

Signature Not Verified

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CN=SOKKALINGAM ARUNACHALAM DHANARAJ
SERIALNUMBER=09C71C74300502, C=IN, O=JSS SCIENCE AND
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Hewlett Packard Enterprise

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 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

FOR Company

Shalini



Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: ANAGHA . C

Signature: *ANAGHA*

Date: 26-06-19

Signature Not Verified
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SERIALNUMBER=09c71c7430050412030d705ea45d76c824f
43c6740809d04120957aa/S-S-Tech, Mysuru, PostalCode=570006
Phone=+91-9448744148/9448744148 Email=anagha@jss.ac.in
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TECHNOLOGY UNIVERSITY
02.02.2024 22:35

Hewlett Packard Enterprise

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 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.

FOR Company

Shalini

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager



FOR Employee

Name: ANAGHA. C

Signature: *ANAGHA*

Date: 26-06-19

Signature Not Verified

02.02.2024 22:35



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.

03.03.2024 22:35

**Hewlett Packard
Enterprise**

2 Dec, 2018

ANAGHA C

18, Contour Road, Mahadeshwara Extension, Mysore
India

Dear ANAGHA,

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 Prasad M M. Your location would be Bangalore, Karnataka.

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

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager



FOR Employee

Name: _____

Signature: _____

Date: _____

Signature Not Verified

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TECHNOLOGY UNIVERSITY, CN

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Hewlett Packard Enterprise

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 **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.

FOR Company

Shalini

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager



FOR Employee

Name: _____

Signature: _____

Date: _____

Signature Not Verified

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TECHNOLOGY UNIVERSITY, CN=

02.02.2024 22:35

Anurag K.S
4JCISECO12
EC'A'

Date: 23 August 2018

Dear Anurag K.S

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

Your 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



Signature Not Verified

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SERIALNUMBER-09671c743005012300f70f6ea45d76c824f
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Phone=+9180687461486, Email=arunachal@jss.ac.in
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TECHNOLOGY UNIVERSITY

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

Anurag, 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: 23/8/2018

Name: Anurag K.S

Signature: Anurag K.S



Signature Not Verified

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Phone=91-8240808741-41801000, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

356

ANNEXURE – A

Name : ANURAG K.S		
Designation : Trainee Software Engineer		
Date of Joining : 3 June 2019		
Salary Structure	Monthly (INR)	Annual (INR)
Basic	27100	325200
HRA	10840	130080
Special Allowance	9535	115824
Transportation Allowance	1600	19200
Lunch Allowance (Meal Card)	1500	18000
Medical Allowance	1250	15000
LTA	2258	27096
Gross Salary (A)	54200	650400
Others		
Snacks Allowance	700	8400
Provident Fund company contribution [#]	1800	21600
Statutory Bonus	0	0
Gratuity ^{##}	1303	15636
Others Cost (B)	3803	45636
Total Cost (A+B)	58003	696036
You are eligible to participate in the discretionary bonus plan, the 2019 Annual Bonus. Your bonus percentage for 2019 performance year will be 10% of your Gross salary (A) and you will accrue bonus from your start date. The performance criteria for the 2019 scheme are based on the Group achieving the target. [#] Provident Fund company contribution up to maximum up to INR 1800 per month ^{##} Gratuity as per law is payable after completing continuous services of 5 years and will be paid at the time of leaving the company.		



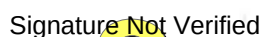
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TECHNOLOGY UNIVERSITY,C=IN

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02.02.2024 22:35

Anurag K S



3

65

Date: 23 August 2018

Dear Anurag K.S

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

Signature Not Verified

SOKKALINGAM ARUNACHAL DHANARAJ
CH-SOKKALINGAM ARUNACHAL DHANARAJ
SERIALNUMBER=09c71c74300504103007d06ea45d76c824f
43c67408090d41420957ae55a1adaka, PostalCode=570006
Phone=+919301087144, Email=arunachal.dhanaraj@incture.com
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TECHNOLOGY UNIVERSITY

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Date: 23 AUGUST 2018

Dear Surabhi. C

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

Your 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



Signature Not Verified

SOKKALINGAM ARUMUGAM CHANDRAN
CH-50KALINGAM ARUMUGAM CHANDRAN
SERIALNUMBER-09C71C7436201637007dfeea45d76c824ff
43c67a40809f41420957ae/SKKK/Chandran, PostalCode=570006,
Phone=+9180206879441420957ae, Email=chandrana@incture.com
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TECHNOLOGY UNIVERSITY

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

Surabhi, 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
Sethulekshmi
Manager – Human Resources

I have understood the offer proposal and here by sign my acceptance.

Date: 24/08/2018

Name: SURABHI . C

Signature: *Surabhi . C*



Signature Not Verified

SOKKALINGAM ARUNACHALAN DHANARAJ
CN: SOKKALINGAM ARUNACHALAN DHANARAJ
SERIALNUMBER=09C71C7A3605016310170166a45d76c824f
43c67a408090141420957ae/SKK/India, PostalCode=570005,
Phone=9880252525, Email=sokkalingam@jssstuniversity.edu.in,
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2018-19 40 EC050

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

03-May-2019

MAHMADJUNED RASOOLASABANAVAR
AT POST HATTIMATTUR TQ-SAVANUR DIST-HAVERI 581118
9739307038

Dear **MAHMADJUNED,**

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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1

Candidate's Signature

Signature Not Verified

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SERIALNUMBER=0871743000, C=IN, OU=ARUNACHANDRAN
43c67a408090f41420957ae, S=ARUNACHANDRAN, PostalCode=570006,
Phone=9020286784, Email=arunachandrana@rediffmail.com, o=ARUNACHANDRAN
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- 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.



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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3

Candidate's Signature

[Signature]

Signature Not Verified

SOKKALINGAM ARUNACHALAM DHANARAJ
CIN:SOKKALINGAM ARUNACHALAM DHANARAJ
SERIALNUMBER:09c71c743065940003007d06ea45d76c824f
43c67a60809d84120957ae/Sokkalingam, PostalCode:570006
PhoneNo:08202487441, Email:arunachal@jss.ac.in
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TECHNOLOGY UNIVERSITY, CN=

02.02.2024 22:35



Offer: Computer Consultancy
Ref: TCSL/CT20182498160/Bangalore
Date: 03/10/2018

Name: ROHAN-R

16/19

USN: 4JCISEC078

Branch: ECE

Mr. Rohan R
928 Near Ring Road,
Vijayanagar 4th Stage 1st Phase,
Mysore-570017,
Karnataka.
Tel# -

Dear Rohan R, ✓

Sub: Letter of Offer

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

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

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

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 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 ₹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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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.

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.

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.

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:

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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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	Rohan 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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TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, E, 1st Floor, Nariman Point, Mumbai 400 021 India

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

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

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



Annexure 2

Regional Offices

Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5 th 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 5 th 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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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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TATA CONSULTANCY SERVICES

436740809d84120957aa/Sir, Malaka, PostalCode:570006,
Phone:91066874614025000, Email:careers@tcs.com
TECHNOLOGY UNIVERSITY

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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73

EC 121

Mr. Vineet Veeresh Kiragi,
#1119/B, Ward No.4, Hospet Galli,
Ilkal,
Bagalkot- 587125
India.
VGBS/74201/42690319

Date: March 18, 2019

Dear Vineet,

Subject: Offer of Employment

Congratulations! We are pleased to confirm our offer of employment to you as **Graduate Engineer Trainee** with **Volvo Group India Private Limited** in the **Group Trucks Technology** Division. Your fixed Annual Compensation will be Rs. 425,000/- per annum. Refer the salary annexure sheet for details. We value your abilities and believe you will find our work environment challenging and fulfilling.

Your date of joining is effective from **July 8, 2019**

You will be on a training period of twelve (12) months from the date of your joining the organization.

You will submit to us true copies of all certificates pertaining to your age and qualification at the time of joining. Your traineeship is liable for termination if your final degree certificate is not submitted within three (3) months of your date of joining.

The terms & conditions of our Offer of Employment to you are as follows:

1. Pay and Benefits

1.1 Basic Salary

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

1.2 Provident Fund

You will participate in the Company's Provident Fund Scheme. The company will match your monthly contribution of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme.

1.3 Flexible Benefit Plan

The Flexible Benefit Plan offers the employee the flexibility to design part of your compensation within the defined framework, once every financial year. The disbursement of the chosen components will be done on a monthly basis. The components under Flexible Benefit Plan are listed in Annexure II. The amounts given here for each of the components are as per pre-defined structure. However you may want to re-distribute the amount between the components as per your tax plan, once you join the company. Taxation will be governed by the Income Tax rules. Volvo India will be deducting tax at source as per income tax guidelines.

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 Hospitalization Insurance, Personal Accident Insurance and Group Term Life Insurance as applicable to you. The annual premium will be borne by the company. Refer the salary annexure sheet for details.



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Volvo Group India Private Limited
(formerly Volvo India Private Limited)
#65/2, Bagmane Tech Park, Block - A, 5th Floor
Parin Building, C.V. Raman Nagar, Bengaluru - 560 093
Telephone: +91 80 6691 2000
Telefax: +91 80 6691 2100
PIN Number: 560093

Signature Not Verified

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CH-SOKKALINGAM ARUNESAMI DHANARAJ
SERIALNUMBER=09c71c74300505421c33007d6ea45d76c824f
43c67a408090d4120957ae55c7a1a6a, PostalCode=570006,
Phone=6201058784, lat=8.348888888888889, lon=76.63333333333333,
b46546a9c98a65808, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY

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Page 1



2.18 Returnable Assets

You will be responsible for the safe keeping of all properties and return them in good condition & order which may be in your custody, use, care or charge including company's confidential information. We shall have the right to deduct the money value of all such things from your dues and take such other action as we deem proper in the event of your failure to account such assets to our satisfaction.

2.19 Law of Land

The terms and conditions of this letter of appointment/ employment contract shall be governed by the laws of India and disputes arising herein shall be subject to the jurisdiction of the courts at Bangalore as on the date the cause of action of the said dispute is said to have arisen.

2.20. Internal Organization Policy Changes

The company may at its sole and absolute discretion review, amend or modify your salary grade, Functional / Local title and benefits, based on the work assigned to you, from time to time. Further, the company may at its sole and absolute discretion amend, change or modify the policies & guidelines, from time to time, as it deems appropriate and as applicable to your category of Employees. You would be required to abide by the same.

If the above terms are agreeable, you are required to mail/e-mail your acceptance to us not later than 7 days from the date of receiving this letter. Kindly contact your Human Resources representative immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Vineet, we believe we can provide you with an atmosphere in which you can develop your professional talents to the fullest. We are looking forward to your long and fruitful association with Volvo and your contribution to the growth of the organization

Yours sincerely,

For Volvo Group India Private Limited

Ranjith Thavarul Puthiyedath

Recruitment Director – APAC

I have read, understood and hereby agree to the terms and conditions as set forth in the above terms of employment.

Signature: _____

Name: _____

Date: _____

Place: _____



Annexure I

Salary Breakup

Name : Vineet Veeresh Kiragi

Components	Per Annum (INR)
Basic salary	170,765
Flexible Benefit Plan	232,635
Annual Base Salary	403,400
PF (Company contribution 12%)	21,600
Annual Fixed Compensation	425,000

1. Hospitalisation Insurance – This is a floater policy with a coverage of INR 5 Lakhs per annum for employees as per policy.
2. Group Personal Accident Insurance and Group Term Life Insurance – coverage as per Company Policy.
3. Gratuity – payable as per Gratuity Act.
4. Short Term Incentive Plan (STIP) – Incentive Scheme to drive business results & achievements at the business level (linked to the approved KPI parameters) in a given year & payable on a pro-rata basis. Maximum opportunity of attainment is 10% on the Annual Actual Earned Base Salary paid annually, provided the employee is on the company rolls as on 31st December of the STI plan year. This plan is subject to change from time to time based on the organizational decision.

Signature



Date

Signature Not Verified

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4360780800014120257861 SOKKALINGAM ARUNDEEN DHANARAJ
Phone: 9446068774, Email: soka@jss.ac.in, jss@jss.ac.in
9446068774, Email: soka@jss.ac.in, jss@jss.ac.in
9446068774, Email: soka@jss.ac.in, jss@jss.ac.in
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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 the pre 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.



75
2018/19
**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

13-Mar-2019 ✓

Abhishek Puttanna

#16, Lingayath Street, Kempanapalya, Kollegal Tq. ChamaraJanagar Dist.

9663665069

ABHISHEK PUTTANNA

HJCIBEC HOO

E4 C section 'B'

Dear Abhishek,

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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CH-SOKKALINGAM ARJUNAN
SERIALNUMBER-09c71c7430505023300706ee45d76b24f
43c67a408090f4142057ae15474bafaka, PostalCode=570005,
Phone=91920087441480000, UserEmail=1c36a272a3a11
b465489e38a665809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY

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Signature Abhishek P

Reference Id: 3e7f605e-3b47-450c-902d-b0ca29a2951d_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 the pre 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.



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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SOKKALINGAM ARUNESAMI DHANARAJ
CN=SOKKALINGAM ARUNESAMI DHANARAJ,
SERIALNUMBER=09c71c7430050427c33007d66e45d76c824f
43c67408090f4120957ae55c7adaka, PostalCode=570006,
Phone=+919448764448, Email=arun@jss.ac.in,
b49546ac98866808, OU=REGISTRAR, O=JSS SCIENCE AND
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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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[illegible]

Signature

Abhighek, P

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.



Version 10.0 (Feb 2019)

6

Candidate's Signature Abhishek R

Signature Not Verified

SOKKALINGAM ARUN K M DHANARAJ
CN=SOKKALINGAM ARUN K M DHANARAJ
SERIALNUMBER=067127430052, C=IN, O=JSS SCIENCE AND
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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.

Version 10.0 (Feb 2019)

7

Candidate's Signature dbwshck.P



Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ,
SERIALNUMBER=09c71c743005042d310bf7d6ea45d76c824ff
43c67a0467814240957fe-S=Kathala, PostalCode=570006,
Phone=66292c6a97e4c1a629b971dd871989f89c15c36e9252e3ca1
b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

76
**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

21-Mar-2019

name: Rakesh.D.S

USN: 4JC16EC413

Branch: EC 'A'

Rakesh Devendrappa Shivamogga ✓

#82 Sri Gangadareshwara nilaya Indira badavane last cross above steps near Ganapati temple gurupura shivamogga
9741389107

Dear Rakesh,

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:



Version 10.0 (Feb 2019)

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Phone=+91820408744140203007d06ea45d76d824f
b46546be38866809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY

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Reference Id: 69d29750-c675-4a35-af81-129ed05587b4_1
Signed By: Mohan Sekhar

402

- 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.

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.



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]



COMPENSATION & BENEFITS

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
---	---------

- 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.

(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.

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.

Version 10.0 (Feb 2019)

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TECHNOLOGY UNIVERSITY, C-91

- **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

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.

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.

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.

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.



Version 10.0 (Feb 2019)

7

Candidate's Signature _____

Signature Not Verified

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 b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND
 TECHNOLOGY UNIVERSITY, C=IN

ivy software

Dear Arif Ibrahim B

You are required to join duty on or before 3 June 2019 at Hyderabad.

You will be on probation for a period of Four (4) months. Being a career growth company there will be a performance review at the end of your probation period.

1. Original offer letter with your acceptance.
1. Education Certificates.
2. Appointment letter and latest salary increment letter of your previous employment.
3. Experience Certificates and Relieving Letter from the previous employers.
4. Recent salary slip issued by your current employer.
5. Aadhar card, PAN and Copy of entire passport.
6. Four passport size photographs.
7. Form 16 issued by your current employer.

Your offer may be withdrawn either if you do not join Ivy Software Development Services Pvt Ltd on the proposed date or if you do not confirm your acceptance within three working days from the date of offer.

I accept and agree:



TSINGHUA UNIVERSITY
1911

Date _____

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CN-SOKKALINGAM ARUMUGAM DHANARAJ
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TECHNOLOGY UNIVERSITY, C-11

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Aarif Ibrahim B

EC-B

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STRICTLY CONFIDENTIAL
LETTER OF OFFER

ivy software

Date: 5/10/2018

Dear Aarif Ibrahim B

With reference to your recent interview with us, we are pleased to make an offer of employment to you as a Trainee Software Engineer.

You are required to join duty on or before 3 June 2019 at Hyderabad.

Your gross salary and other benefits forming part of your compensation is hereby detailed and enclosed as Annexure A & B.

On your date of joining, you shall be issued an Appointment Letter. You will also be required to sign a Non-Disclosure Agreement with us.

You will be on probation for a period of Four (4) months. Being a career growth company there will be a performance review at the end of your probation period.

Following are the documents that must be produced/submitted on the day of joining.

1. Original offer letter with your acceptance.
1. Education Certificates.
2. Appointment letter and latest salary increment letter of your previous employment.
3. Experience Certificates and Relieving Letter from the previous employers.
4. Recent salary slip issued by your current employer.
5. Aadhar card, PAN and Copy of entire passport.
6. Four passport size photographs.
7. Form 16 issued by your current employer.

Your employment is liable to be terminated in the event of non-submission of documents 1, 2, 3 & 4 listed above.

In addition to the above, once you accept this offer we will consider it as a consent from you to proceed with background verification checks through our empaneled agency.

Your offer may be withdrawn either if you do not join Ivy Software Development Services Pvt Ltd on the proposed date or if you do not confirm your acceptance within three working days from the date of offer.

For Ivy Software Development Services Pvt Ltd

I accept and agree:

Authorized Signatory

Signature

Date

Signature : Aarif
Date : 5-10-18

Regd. Office :

Ivy Software Development Services Private Limited

5th Floor, Divyasree Omega,

Block -B, Plot No: 13/E, Survey No 13 (Part),

Kondapur, Hyderabad - 500 084, Telangana.

Tel No.: +91 40 4472 1000 Fax No.: +91 40 4472 1010

Email : Info@ivycomptech.com, Website : www.ivycomptech.com

Signature Not Verified

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TECHNOLOGY UNIVERSITY

02.02.2024 22:35



L&T Technology Services

Ref:LTTS/HR/ET/2019/ 231

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: AKHILESH

College: SRI JAYACHAMARAJENDRA COLLEGE OF ENGINEERING

Signature 

Date: 18/08/2018



Signature Not Verified

SOKKALINGAM ARUNACHALAM DHANARAJ
CN-SOKKALINGAM ARUNACHALAM DHANARAJ
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TECHNOLOGY UNIVERSITY, 22

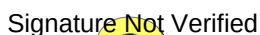
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Date:

ANNEXURE

Salary Components	MONTHLY	ANNUAL
	(INR)	(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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b455469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN



Date: 16.08.18

Issued By : JASON S.S

Date : 16.08.18

Dear AKHILESH,

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!

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.

- 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

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.

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.



SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ,
SERIALNUMBER=09c71c743005042f3d30b7df6ea45d76c82a
43c67a40809fd1d41420597ae-S-S-Katataka, PostalCode=57000
Phone=6c62d6a97e4c1a62b98711dd89f189c15c36e9252e3ca
#54569e38a45890, COUNTRY=INDIA-133, SOTELLOC=AN

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



415



Date: 16.08.18

Offer Of Intent

Date : 16.08.18

Greeting from L&T Technology Services Ltd.!

CIN : 172900MH2012PLC232159

Ref:LTTS/HR/ET/2019/234

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.

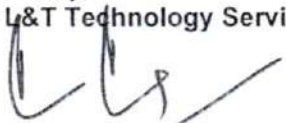
All communications / notices should be addressed to:

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 Darshan Singh S

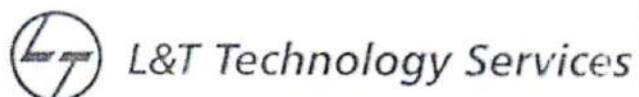
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Phone=91-920038714-4180, Email=arunachal@jss.ac.in,
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TECHNOLOGY UNIVERSITY

02.02.2024 22:35



Date:

ANNEXURE

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

Salary Components	MONTHLY	ANNUAL
	(INR)	(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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TECHNOLOGY UNIVERSITY, C=IN



Ref: LTTS/HR/ET/2019/ 223

Date: 16.08.18

Name: JNANESH KUMAR S

Offer Of Intent

Dear Jnanesh,

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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Phone=66c52d039d4c1ae29b9871dd89b98f15c36e9252c361a
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TECHNOLOGY UNIVERSITY, CN=
Mumbai-400001,INDIA
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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/

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.

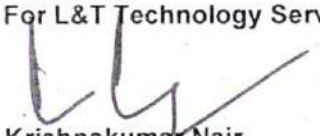
All communications / notices should be addressed to:

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

Inaneth kumar S.

Date:



Signature Not Verified

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TECHNOLOGY UNIVERSITY

02.02.2024 22:35

Ref:LTTS/HR/ET/2019/

Date:

ANNEXURE

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

Salary Components	MONTHLY	ANNUAL
	(INR)	(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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Signature Not Verified

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b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

October 29, 2018

To,
Mr. Karthik P K ✓
SJCE Mysore,
Mysore.

Dear Karthik,

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 or 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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Phone=+919368784488 Email=aruneshw@jss.ac.in
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TECHNOLOGY UNIVERSITY

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



Signature Not Verified

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TECHNOLOGY UNIVERSITY, CN

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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TECHNOLOGY UNIVERSITY

02.02.2024 22:35

- 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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 TECHNOLOGY UNIVERSITY

02.02.2024 22:35



Ref:LTTS/HR/ET/2019/

Date:

ANNEXURE

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

Salary Components	MONTHLY	ANNUAL
	(INR)	(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

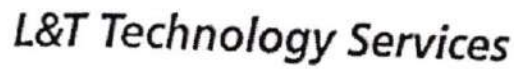
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PhoneNo=+919487441482 Email= dhannaraj@jss.ac.in
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TECHNOLOGY UNIVERSITY

02.02.2024 22:35



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: SONADARSHAN N.G

College: SRI JAYACHAMARAJENDRA COLLEGE OF ENGINEERING, MYSORE

Signature *[Signature]*

Date: 20-08-18



Signature Not Verified

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TECHNOLOGY UNIVERSITY, C=IN



L&T Technology Services

Ref: LTTS/HR/ET/2019/238

Date: 16.08.18

Name: NALLURU SONADARSHAN
GANGADHARA

Issued By : JASON S.S

Signature : Jason

Date : 16.08.18

Offer Of Intent

Dear Sonadarshan,

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

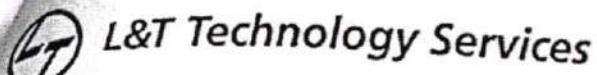
On successful completion of training, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations and policies of the company.

Signature Not Verified

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

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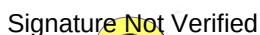


Date:

ANNEXURE

Designation : Associate Engineer(Trainee)

Salary Components	MONTHLY	ANNUAL
	(INR)	(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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TECHNOLOGY UNIVERSITY, C=IN



Ref: LTTS/HR/ET/2019/ 227

Date: 16.08.18

Name: NIHARIKA U.M

Issued By : JASON S.S

Signature : Jason

Date : 16.08.18

Offer Of Intent

Dear Niharika,

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.

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- 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

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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 ARUNACHALAM DHANARAJ
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432b7a40809014120957ae15247ad4a4a, PostalCode=570006,
Phone=8082616874, Email=arunachal@jss.ac.in, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, CN



Ref:LTTS/HR/ET/2019/ 227

Date: 16.08.18

Issued By : JASON S.S

Signature : Jason

Date : 16.08.18

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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: Niharika.U.H.

College: SJCE

Signature: Niharika.U.H.

Date: 20/8/18



Signature Not Verified

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TECHNOLOGY UNIVERSITY

02.02.2024 22:35



Date:

ANNEXURE

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

Salary Components	MONTHLY	ANNUAL
	(INR)	(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	
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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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Date: 16/08/18

Issued By : Jason S.S

Signature : *Jason*

Date : 16/08/18

Dear

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

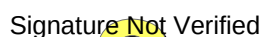
If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Offer of Intent without any notice.

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.

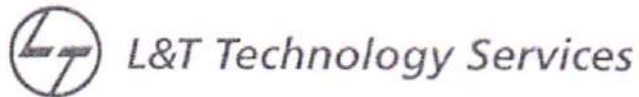


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TECHNOLOGY UNIVERSITY, C=IN

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

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Date: 16/08/18

Date : 16/08/18

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Phone=+918206567141, Email=arun@jssst.edu.in, b465469e388d95809,
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Ref:LTTS/HR/ET/2019/

Date: 16/08/18

ANNEXURE

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

Salary Components	MONTHLY	ANNUAL
	(INR)	(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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Ref: LTTS/HR/ET/2019/ 216

Date: 16.08.18

Name: SUJITH KUMAR V ✓

Issued By : JASON S.S

Signature : Jason

Date : 16.08.18

Offer Of Intent

Dear Sujith,

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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Phone=6c62dc6a97e4c1a62b9871dd89f89c15c36e9252e3ca1
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TECHNOLOGY UNIVERSITY, C=IN

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



Date: 16.08.18

Date : 16.02.18

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Date:

ANNEXURE

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

Salary Components	MONTHLY	ANNUAL
	(INR)	(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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Phone=6652dc6a97e4c1a62b97f1dd891f89c15c36e9252e3ca1
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TECHNOLOGY UNIVERSITY, C=IN



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16

Offer: Computer Consultancy
Ref: TCSL/CT20182491208/Bangalore
Date: 01/08/2018

Mr. Manoj R Poojari
No. 12,
Forest Colony,
Hunsur-571105,
Karnataka.
Tel# -

Dear Manoj R Poojari,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,024/-** 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 3 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

The Joining letter indicating your date of joining and the initial place of posting will be issued upon your successful completion of your academic course, meeting the TCS eligibility criteria & completing the mandatory pre-joining learning curriculum called TCS Xplore (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/CT20182491208



TATA CONSULTANCY SERVICES

Signature Not Verified

VYDEHI RC-1 BLOCK, 82, EP, Bangalore 560 066 India

Tel: 91 80 6724 7000 Fax: 91 80 6724 7001 Email: careers@tcs.com Website: www.tcs.com

Registered Office Nirmal Building, 100, Nariman Point, Mumbai 400 021

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



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR 13,000/- 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 INR **6,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **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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Tel: 91 80 6724 7000 Fax: 91 80 6724 7001 Website: www.tcs.com
Registered Office Nirmal Building, 4th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 469 3111 Email: careers@tcs.com



4. Personal Allowance

You will be eligible for a monthly personal allowance of INR 21,175/- per month. This component is subject to review and may change as per TCSL's compensation policy.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,000/-. 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.

Performance Bonus

Your Performance Bonus will be INR 3,000/- 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.

Performance Bonus 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 Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.



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VYDEHI RC-1 BLOCK, 82, EP, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 6724 7001
Registered Office Nirmal Building, 100, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 200 3111 Email: careers@tcs.com



OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

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

2. Higher Hospitalisation

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

i. Entitlement - You and your enrolled dependants will be entitled for INR **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 INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

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TATA CONSULTANCY SERVICES

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

Tel: 91 80 6724 7000 Fax: 91 80 6724 7001 Website: www.tcs.com

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

TCS Careers Serviceline: 1800 9 3111 Email: careers@tcs.com



Signature Not Verified

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Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 70% or above in the first attempt in your highest qualification and a minimum aggregate marks of 60% or above in each of your academic courses, like Standard Xth, Standard XIIth, Diploma (if applicable), Graduation and Post-Graduation examination, which includes successful completion of your final semester/year without any pending arrears/back logs during the entire course duration. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. 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.

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Registered Office Nirmal Building, 1st Floor, Nariman Point, Mumbai 400 021

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



2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program (TCS Xplore) available digitally. This foundation program will include Online learning, practice sessions & assessments, Webinars and Hackathons/ Challenges. The above program will be delivered in 2 batches (Batch1: January to March 2019 & Batch2: June to August 2019), to accommodate regional academic calendars and availability of students. You are required to indicate your preference for one of these batches at the time of your offer acceptance.

3. Probation Period

You will be on probation for three months. Your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment without any notice or payment in lieu thereof in case your performance, behaviour and/or conduct during the probation period is found unsatisfactory or the Back Ground Check turns out negative.

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 to 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 probation 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 offer as an employee with TCS you are required to

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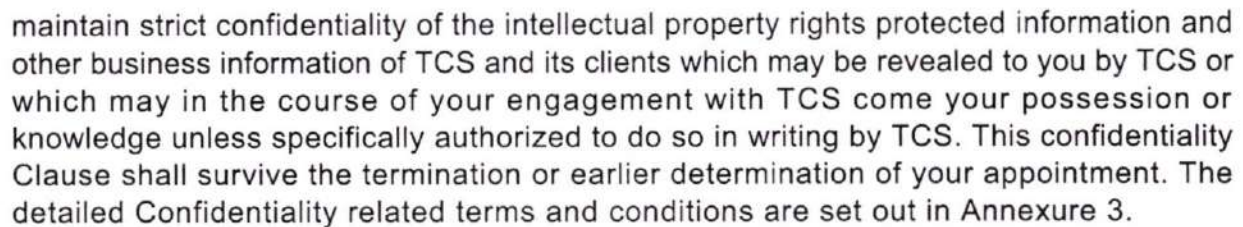
Signature Not Verified
VYDEHI RC-1 BLOCK, 82, EFCO Building, Bangalore 560 066 India

Tel: 91 80 6724 7000 Fax: 91 80 6724 7001 Website: www.tcs.com

Registered Office Nirmal Building, 1st Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 59 31 11 Email: careers@tcs.com





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.

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. 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.

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.

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

In an event if the probation 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, out behavior and/or performance are not found satisfactory, or your Back Ground Check turns out to be negative, TCSL may terminate your services by giving notice as mentioned above.

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.



14. 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.

15. 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.

16. 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.

17. 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 probation/service without notice.

18. 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 (if you are a Postgraduate)
 - Birth Certificate / Proof of Age
 - Work permit and/or any other documentation as prescribed by Government of India
 - Passport
 - 6 photographs
 - Medical Certificate
 - An affidavit/notarised undertaking stating:
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - *If you were employed, a formal release letter from your previous employer
- The original documents will be returned to you after verification.

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TATA Signature Not Verified CONSUMER SERVICES

YDDEHI RC-1 BLOCK, 82, E. 1st Cross, Bangalore 560 066 India

Tel: 91 80 6724 7000 Fax: 91 80 6724 7001 Website: www.tcs.com

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

TCS Careers Serviceline: 1800 452 39 3111 Email: careers@tcs.com





19. 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.

20. 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.

21. 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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 SERIALNUMBER=09C71C742035047633007076645d7682d41

Tel: 91 80 6724 7000 Fax: 91 80 6724 7001

Registered Office Nirmal Building, 22nd Floor, Nariman Point, Mumbai 400 021

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



Withdrawal of Offer

If you fail to accept the offer from TCSL within 3 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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TCSL/CT20182491208

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Signature Not Verified
VYDEHI RC-1 BLOCK, 82, ELPHINSTON ROAD, BANGALORE 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 6724 7001 Email: careers@tcs.com
Registered Office Nirmal Building 5th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Manoj R Poojari
Designation	Systems Engineer
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	13,000	1,56,000
Bouquet Of Benefits #	29,258	3,51,100
2) Performance Pay		
Monthly Performance Pay	4,000	48,000
Performance Bonus*	3,000	36,000
3) City Allowance	400	4,800
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,560	18,720
Gratuity	625	7,504
Total of Annual Components & Retirals	2,185	34,124
Retention Incentive	NA	70,000
TOTAL GROSS	51,843	7,00,024

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.

*** 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	6,500	78,000
Leave Travel Assistance	1,083	13,000
Food Card	500	6,000
Personal Allowance	21,175	2,54,100
GROSS BOUQUET OF BENEFITS	29,258	3,51,100



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43c67a408090f41420957ae1547b1a5a, PostalCode=570006,
Phone=91-95008744180, Email=arunachal@jssstuniv.ac.in
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TECHNOLOGY UNIVERSITY, C=IN

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Offer: Computer Consultancy
Ref: TCSL/CT20182558017/Bangalore
Date: 24/09/2018

Ms. Jeevitha P Swamy
#1084, 4th A Main, 10th A Cross ,Vijaynagar 1st StageVijaynagar,
Poonam Bhandar,
Mysore-570017,
Karnataka.
Tel# 91-9739384964

Dear Jeevitha P Swamy,

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.



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 CH-SOKKALINGAM ARUMUGAM DHANARAJ
 82/1, VIJAYANagar, Chennai-600 066 India
 E-mail: arumugam@rediffmail.com, Phone: 9846154769
 E-mail: arumugam@rediffmail.com, Phone: 9846154769
 E-mail: arumugam@rediffmail.com, Phone: 9846154769
 Phone: 6652604974, 61626987, 10898893153, 6692620301
 6652604974, 61626987, 10898893153, 6692620301
 6652604974, 61626987, 10898893153, 6692620301
 Tel: 91 80 6724 7000 Fax: 91 80 6724 7000
 E-mail: arumugam@rediffmail.com, Phone: 9846154769
 E-mail: arumugam@rediffmail.com, Phone: 9846154769
 E-mail: arumugam@rediffmail.com, Phone: 9846154769
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Phone=66262c6a97e4c1a62b9871d089189c153c6e9252e3ca1
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TECHNOLOGY UNIVERSITY,CN=4 Web

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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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Phone: 91 80 6724 7000 Fax: 91 80 6724 7001
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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 202 462 111 Email: careers@tcs.com





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.





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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CHENNAI
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TCS Careers Serviceline: 1800 201 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Jeevitha P Swamy
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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11th September 2018

To,

Kruthi M

On behalf of **NI Systems (India) Private Limited**, ("National Instruments" or "the Company"), we are pleased to offer you employment with National Instruments on the terms as follow:

- | | | | |
|-------|------------------------------|---|------------------------------------|
| (I) | Position | : | Software Engineer |
| (II) | Effective Date of Employment | : | 1st January 2019 |
| (III) | Reporting to | : | Devchandrar Mohan |

NI Systems (India) Pvt Ltd
No.12,Tower – B,Subramanya Arcade
Bangalore -560029

- (IV) Hours of Employment, responsibilities, powers and duties Job : As required to fulfill job responsibility which shall include testing, designing and developing feature sets in areas assigned by the manager.

(V) Compensation and Benefits on Employment:
Annual Compensation & Benefits

Basic + Dearness Allowance	4,20,000/-
House Rent Allowance (HRA)	2,10,000/-
Flexible Benefit	4,20,000/-
Total Gross	10,50,000/-

(VI) Additional Compensation & Benefits on Employment:

1. The company participates in the **Employer's Provident Fund Scheme** for the Government of India. In this regard, the company shall contribute a sum of ₹50,400/- per annum remuneration mentioned above as Employer's Contribution. A matching amount shall be deducted from your salary as part of the scheme on a monthly basis & the total amount shall be deposited in your provident fund account.
2. The company shall bear the cost of premium towards a **"Group Mediclaim Policy"** in which you would be included. Under this scheme, you would be entitled for a Family Medical Insurance cover of **₹5,00,000/- Per Annum**.
3. The company shall bear the cost of premium towards the group **"Accident Insurance Policy"** in which you would be included. Under this scheme, you would be entitled for an accident insurance cover of **₹20,00,000/- Per Annum**.
4. The company provides Group Term Life Policy which entitles you for a Life insurance coverage of 2 times your annual gross salary or **₹20,00,000/-** whichever is higher.
5. The company participates in the **Group Super Annuation Scheme** with Life Insurance Corporation of India. In this regard, the company shall contribute **15%** of the Basic salary from the date of joining of employee. However, such contributions vest in the name of the employee only after completion of eighteen months' service with the company. All the contributions made by the

"Form Q"



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Phone=+65220c6a97e4c1a62b97fdd89b9c15c36e925e23ca1
d465469e3984865809, OU=REGISTRAR, OU=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

6. The Company contributes to the **Group Gratuity Scheme** with Life Insurance Corporation of India. In this regard, the company shall contribute **4.17%** of the Basic Salary from the date of joining of employee. However, such contribution vests in the name of the employee only after completion for five years of service with the Company. All the contributions made by the company in respect of employees who have not completed the minimum period of service of five years, remain as surplus in the company account and such surplus may be adjusted for future contributions.

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or subsidiary, associate or affiliate of National Instruments. In such case, you will be governed by the terms and conditions of service applicable to the new assignment

(XIII) Responsibility

In view of your office you must effectively perform to ensure results and you will be expected to work extra hours to achieve this whenever the job so requires.

(XIV) Travel

You will be required to undertake travel on National Instruments work and you will be paid / reimbursed travel expenses as per National Instruments rules.

(XV) Employee Non-Disclosure Agreement

In course of your employment with National Instruments, you will have access to certain confidential and proprietary information of National Instruments, its parent company National Instruments Corporation, USA, group companies of National Instruments and their respective activities. You will not, at any time, without the written consent of an authorized signatory of National Instruments, disclose or divulge or make public except on legal obligations, any information regarding National Instruments' affairs or administration or research carried out whether the same may be confided to you or become known to you in the course of your employment or otherwise. Further, if you conceive any new or advanced methods of improving process / formulae / systems in relation to the operation of National Instruments, such development will be fully communicated to National Instruments and will be and remain sole right / property of National Instruments and / or its Parent company. Accordingly, you have agreed and executed an Employee Confidentiality and Non Disclosure Agreement attached herewith as "Annexure A". Further, you also agree to execute appropriate Confidentiality and / or Non-Disclosure Agreements as and when required of you by National Instruments.

(XVI) Termination

National Instruments shall be entitled to terminate your employment without notice, and without affecting its right to other action, in the event if you are found to have engaged in:-

- any act of misconduct or negligence in the discharge of your duties or in the conduct of the activities of National Instruments, including but not limited to misrepresentation of credentials or provision of false, not accurate or fabricated documents, information or data for or throughout the employment with National Instruments or deliberate omission or disguise of documents, information or data which, if known to National Instruments, would negatively impact on the decision of National Instruments to employ or preserve the employment therewith.
- any other act or omission, inconsistent with your duties.
- any breach of this Agreement,
- any breach of the Employee Confidentiality and Non-Disclosure Agreement.

In any event, other than that mentioned above, either party will be free to terminate the employment at will at any time, with or without cause upon 45 days prior written notice by the party desirous of terminating the employment. The Company shall also be entitled to terminate your services by making payment of salary for the balance period of notice in the event of termination at shorter notice than 45 days.

(XVII) Governing Laws

This Agreement shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this Agreement shall not affect the binding effect of the rest of the Agreement.

"Form Q"



Signature Not Verified

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43c67a40809014120957be15c47adaka, PostalCode=570006,
Phone=+918266887464, Email=arunachalam.dhanaraj@jss.ac.in,
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TECHNOLOGY UNIVERSITY, C=IN
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(XVIII) Acknowledgement

You acknowledge that your joining the Company will not breach any agreement relating to employment or the provision of services to which you are or have been a party. You further acknowledge that you are not prohibited from taking employment in India by any laws in force currently.

(XIX) Validity

This offer is valid for a period of 15 days from the date of this offer. We request you to kindly confirm your acceptance before the end of 15 days, confirming the likely date of your joining, which is not later than 1-weeks from the date of this letter.

The Company may amend or discontinue any of its plans, programs, policies and procedures at any time for any or no reason with or without notice to the extent permitted by law.

This Offer letter shall be concluded as Employment Agreement between yourself and the Company on your delivering a signed copy of this letter to the Company and accordingly your employment with the Company shall be governed as per the terms and conditions stated herein, provided however that your compensation and benefits shall not begin to accrue until you commence working for National Instruments in accordance with terms and conditions of this letter.

Yours Sincerely,
For NI SYSTEMS (INDIA) PRIVATE LIMITED

RAJANIKANTH BALARAMAN
R&D BRANCH MANAGER

I, Kruthi M accept the offer and terms of employment as detailed in this letter.

I shall join the employment with the Company and resume for the duty on 1st January 2019


Kruthi M

Date: 23/9/2018



Signature Not Verified

SOKKALINGAM ARUNESHWAR DHANARAJ
CH-SOKKALINGAM ARUNESHWAR DHANARAJ
SERIALNUMBER=09c71c743005042023007d66a45d76c824f
43c77408090f4120957ae55c7d66a45d76c824f
Phone=62010487154; Email=aruneshwar.dhanaraj@jss.ac.in
b495469c98b66800_OU=REGISTRAR_O-JSS SCIENCE AND
TECHNOLOGY UNIVERSITY

02.02.2024 22:35

Form Q

- **Probation and Confirmation:**



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 policies, 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

OT Privacy Software Private Limited

Registered Office: 359, 16th Main Road, 4th T Block, Jayanagar, Bangalore – 560041, Karnataka, India

CIN: U72900KA2017FTC101283

Signature Not Verified



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CIN:U72900KA2017FTC101283
SERIALNUMBER=09c71c743005051233007d6ea45d76c824f
43c674d0809d4120957ae/Sokkalingam Arunachal, Mysuru, Karnataka, India
Phone:08200087846, Email:info@jssu.ac.in, Website:www.jssu.ac.in
b465469c98869800, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, CN=

02.02.2024 22:35

Human Resources

OT Privacy Software Private Limited

Annexure 1

Compensation Break up

Name: SHARATH K R

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

OT Privacy Software Private Limited
Registered Office: 359, 16th Main Road, 4th T Block, Jayanagar, Bangalore – 560041, Karnataka, India
CIN: U72900KA2017FTC101283

Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
CN-SOKKALINGAM ARUMUGAM DHANARAJ,
SERIALNUMBER=09c17c4305d8e6ad3f0bf07d6ea45d76c824fa-
43c67a40b9091fd4420957ae-SS-Kanataka, PostalCode=570006
Email=ssk2id6a87ee4ac2e3ccdd89fb9c15c3be9252e3ca1-
b465469e388df65809_OU=REGISTRAR,O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY-Cn

02 02 2024 22:35

OneTrust

Privacy Management Software

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: _____

OT Privacy Software Private Limited
Registered Office: 359, 16th Main Road, 4th T Block, Jayanagar, Bangalore – 560041, Karnataka, India
CIN: U72900KA2017FTC101283

Signature Not Verified

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SERIAL NUMBER: 49671274390200003306f796ea45d76c824f
43c67a408090f414209578e / SSK, Mysuru, PostCode=570006,
Phone=9656505874, Email=ssk@ssk.in, 0888989898, 1533642523, 3a1,
b465489e38d665809, OJ-REGISTRAR, O-JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, CH

02.02.2024 22:35



8 ✓

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

- 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.
- 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

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CN-SOKKALINGAM ARUMUGAM DHANARAJ
SERIALNUMBER=09c71c7430050427d30bf7d6fa45d76c824f
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b465469e388d65809,OU=REGISTRAR,O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY,C=IN

02/02/2024 22:35



- 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.

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

OT Privacy Software Private Limited

Registered Office: 359, 16th Main Road, 4th T Block, Electronic City, Bangalore – 560041, Karnataka, India



CIN: U72900KA2015PTC0101283

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SERIALNUMBER=09c71c7430050523302f7d6ea45d76e24f
A3c67408090f41420957ae/SK Mysore, PostalCode=570005,
Phone=08200087164, Email=info@jssu.ac.in, jssu@jssu.ac.in
b465469c38d66809, OU=RECTORAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, CN=

02.02.2024 22:35

- 483

Dear Sohan,

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

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.

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

Best regards,

4th

Candidate Name Sohan.N Date 28/12/18



Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ
SERIALNUMBER=09c71c7430050403030b7d5ea45d76e824
43678f0af0914120957f9e6c084a3a05aafaka.PostalCode=57000
PhoneNo=662dc6a97edca1a62eb987dd89b915c36e925e3ca;
b465469e38bd65809,OI=REGISTRAR,O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY,C=N

02 02 2024 22:35

485

- 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 cooperate 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

OT Privacy Software Private Limited

Registered Office: 359, 16th Main Road, 4th T Block, Jayanagar, Bangalore – 560041, Karnataka, India

CIN: U72900KA2017PTC033001

Signature Not Verified
SOKKALINGAM ARUN K M DHANAF
CIN: SOKKALINGAM ARUN K M DHANAF
SERIALNUMBER=09c71c74300504000300705ea45d76c824#
43c67a40809dd41420957aa/S-12/Chennai, India, PostalCode=570006
Phone=+919848741418 Email=arun@otprivacy.com
b465468e38b65800, OU=RECTOR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY

02.02.2024 22:35



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 policies, 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

OT Privacy Software Private Limited

Registered Office: 359, 16th Main Road, 4th T Block, Jayanagar, Bangalore – 560041, Karnataka, India

CIN: U72900



SIGNATURE NOT VERIFIED
SOKKALINGAM ARUNESAN DHANARAJ
CN=SOKKALINGAM ARUNESAN DHANARAJ
SERIALNUMBER=D9671c743005020300f70f6ea45d76c824ff
43c67a4080901414209578e1547adaka, PostalCode=570006,
Phone=8085066874-4148670000, UserEmail=15c36e725a3a1
b48548b638b166809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:35

OT Privacy Software Private Limited

Compensation Break up

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:

CIN: U72900-121175610423 Signature Not Verified

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CN=SOKKALINGAM ARUMUGAM DHANARAJ,
SERIALNUMBER=09c71c743005047d3f0bb7dffe6a45d76c824f1
43c67a0809d241420957fa5-S=sk@indiana, PostalCode=570006
Phone=6062d6c9a7fe41a62f99717d88a899c153c9e9252e3ca1
b456469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN



By Signing and dating this letter below, I, _____, accept the job offer of

Signature: _____

Date: _____

CIN: U72900

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SERIALNUMBER=09c71f743050432d3f0b7d6ea45d76c824f
43c67a40809fd141420957ae[S=K=Matkita, PostalCode=570006
Phone=+52022477643, Email=sdh089@9c15c36e9252e3ca1
b45469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN
02.02.2024.22:35

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

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.

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

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.

OT Privacy Software Private Limited
Registered Office: 359, 16th Main Road, 4th T Block, Jayanagar, Bangalore – 560041, Karnataka, India
CIN: U72900KA2018000783

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CIN=SOKKALINGAM ARUMUGAM DHANARAJ
SERIALNUMBER=09c71c743005043d3f0bf7df6ea45d76c824f
43c67a4089d9fd14120957fe-S=sk-hinataka,PostalCode=570006
Phone=668292974c41a62b9871dd89f819c1536e9252e3ca1
b465469e388d65809,OU=REGISTRAR,OU=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

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.

OT Privacy Software Private Limited
Registered Office: 359, 16th Main Road, 4th T Block, Jayanagar, Bangalore – 560041, Karnataka, India
CIN: U72900KA2015PTC033333

Signature Not Verified
SOKALINGAM ARUN K M DHANARAJ
CN=SOKALINGAM ARUN K M DHANARAJ
SERIALNUMBER=09c71c7430004f0230d07d6ea45d76c824ff
43c67a40809d041420957ae51870006
Phone=+9192266497641420957ae51870006
b46549a388665805, OU=REGISTRATION, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY

02.02.2024 22:35



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

- 492

Human Resources
OT Privacy Software Private Limited

Annexure 1

Compensation Break up

Name: Rahul C
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

OT Privacy Software Private Limited
Registered Office: 359, 16th Main Road, 4th T Block, Jayanagar, Bangalore – 560041, Karnataka, India
CIN: U72900KA2017PTC033007

Signature Not Verified
SOKKALINGAM ARUN K M DHANARAJ
CN=SOKKALINGAM ARUN K M DHANARAJ
SERIALNUMBER=09c71c743002041023007d06ea45d76cd24ff
43c67a40809df41420957ae/5=Karnataka, PostalCode=570006,
Phone=+919210687441, email=SARUN@OTPRIVACY.COM, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

02.02.2024 22:35



Rahul C 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 and proprietary information subject to a duty on the Company's part to maintain the confidentiality of such information and to

Signature Not Verified

SOKKALINGAM ARUNACHALAM DHANARAJ
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OT Privacy Software Private Limited

Registered Office: 359, 16th Main Road, 4th T Block, Jayanagar, Bangalore - 560041, Karnataka, India

CIN: U72900KA2017FTC101283



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.

OT Privacy Software Private Limited

Registered Office: 359, 16th Main Road, 4th T Block, Jayanagar, Bangalore - 560041, Karnataka, India

CIN: U72900KA2017FTC101283

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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:

OT Privacy Software Private Limited

Registered Office: 359, 16th Main Road, 4th T Block, Jayanagar, Bangalore - 560041, Karnataka, India

CIN: U72900KA2017ETC101283

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OneTrust

Privacy Management Software

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.

Rahul C

Name

Signature

Date

OT Privacy Software Private Limited

Registered Office: 359, 16th Main Road, 4th T Block, Jayanagar, Bangalore - 560041, Karnataka, India

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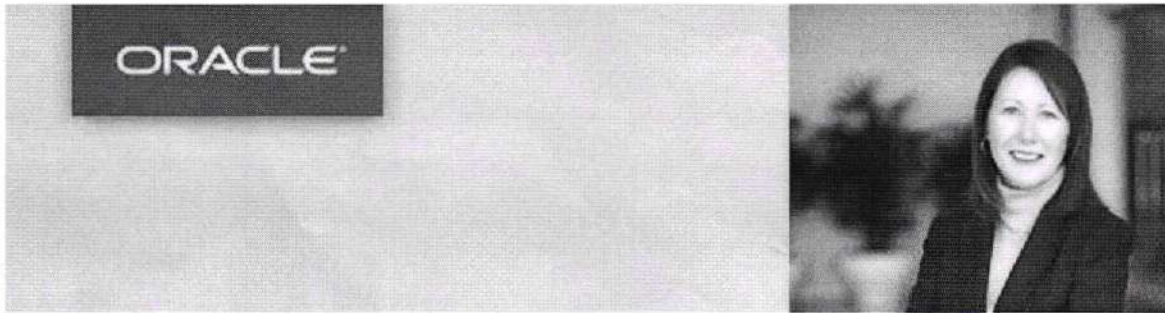
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Congratulations and welcome to Oracle. We are delighted that you have decided to grow your career with us. We are a global market leader in cloud solutions and the world's #1 enterprise database, serving more than 400,000 customers across a wide variety 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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02.02.2024 22:35



July 3, 2019

Jithesh J

Dear Jithesh,

We are pleased to offer you employment in the position of **Cloud Analyst** with **Oracle Solution Services India Private Limited ("Oracle")**. Your base of operation is **Bangalore, India**. This offer of employment is made based on India laws.

We offer you a starting compensation at an annual rate of **INR 6,00,000.00** 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.

You will also be eligible to participate in the consulting bonus plan applicable to your role and your Line of Business and region. The consulting bonus plan depends on a number of factors, including the performance of the company, the line of business, your performance and funding by the line of business.

At your career level, you may be eligible to earn a Consulting Bonus of up to **INR 55780** per annum. Calculation of the bonus, and payment thereof, is subject to the discretion of the company. Consulting bonus will be paid out subject to you being on the rolls of the company at the time the bonus is paid out. The company may at any time and in its sole and absolute discretion, amend, suspend, vary, withdraw and modify any of the terms and conditions of the consulting bonus plan.

The break-up of your total gross compensation is given below:

Components	Amount (INR) p.a.
A. Basic salary	2,51,012.00
B. Flexible Benefit Plan (FBP) **	3,06,793.00
C. Annual Gross Pay AGP (A+B)	5,57,805.00
D. Company's contribution to PF	30,121.00
E. Company's contribution to Gratuity	12,074.00
Total Gross (C+D+E)	6,00,000.00

** - 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.

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 provide assistance in undergoing such checks, validation or approval process, this offer will immediately terminate without any claim against, or liability to Oracle.

Signature Not Verified

SOKKALINGAM ARUNESAM DHANARAJ
CHIEF COMPLAINTS OFFICER
SERIAL NUMBER: 420578ae
420578ae090d1420578ae
Phone: 09448274545 Email: aarun@oracle.com
TECHNOLOGY UNIVERSITY
02.02.2024 22:35

**Oracle Solution Services
(India) Private Limited**

Registered office address:
Prestige Tech Park
2C, Venus Block,
Level 6 to 9, Survey No 29
Sarjapur Marthahalli Ring Road
Bangalore 560 103, Karnataka
India.

Phone +91 80 4029 6000
Fax +91 80 4029 6475
CIN: U72900KA1995PTC018327

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, Sachidananda Rao at 9963489997.

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 Sachidananda Rao (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 Solution Services India Private Limited**



Srihari Beldona
Vice President - Human Resources, India

OFFER LETTER ACCEPTANCE:

I, **Jithesh** J agree with all the above terms and conditions of employment with Oracle. I shall commence employment with effect from 5th of Aug.

Signature:  Date: 12/04/2019

Signature Not Verified

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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 *Savittha Acharya N.*,

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: *Savittha Acharya N.*
(Name of the candidate)

Date: *19.07.2018*

Signature Not Verified

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02.02.2024 22:35



20th December, 2018

Menita Patil,

Plot no 130, Scheme 40, Buda Layout,

Kuvempu Nagar, Belagavi-590001.

Sub: Offer of Internship

Dear Menita,

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 **Ms Eina Patel** 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.

Schneider Electric India Pvt. Ltd.

Bearys Global Research Triangle, 9th Floor, Sy.No 63/38, Gorvigere Village, Bidarahalli Hobli, Bangalore East Taluk, Whitefield Ashram Road, Bangalore-560077

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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.

Bearys Global Research Triangle, 9th Floor, Sy.No 63/3B, Gorvigeri Village, Bidarahalli Hobli, Bangalore East Taluk, Whitefield Ashram Road, Bangalore-560077

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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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East Taluk, Whitefield Ashram Road, Bangalore - 560077



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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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DIVYA NI SAHETYA

2018/19

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SIEMENS
Healthineers**Divya N Sahethya**966/1A-B, G1, Chamundi Apts, li Crs, Lakshmiapuram,
Chamaraja Mohalla, Mysore, 570004, Karnataka**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

Dear Divya, ✓

Sub: Offer of EmploymentCongratulations 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 -Syngo (SHS DC IND DI-SY)**, 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 stand 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**.


Sanjay Chaudhary
Senior Vice President- Research & Development
SHS DC IND DI-SY



Deepak BV
Senior General Manager
Human Resources

I confirm and accept the above and will join on

Divya N. Sahetya
(Date & Signature) 11/7/19

Siemens Healthcare Private Limited

Gold Hill, Supreme Software Park II
Plot No. 21, 22, 27, 28
Electronic City Phase 2,
Bangalore - 560100
Tel: + 91 80 6192 1000
Email: hc_contact.india@siemens.com
www.siemens.co.in/healthcare

Registered Office: Unit No. 9A, 9th Floor, North Tower, Godrej One, Pirojsha Road, Bandra West, Mumbai - 400 079
India. Telephone +91 22 33700600. Fax +91 22 33700654. Other Offices: www.siemens.co.in/healthcare number: U74999MH2015PTC264859

Signature Not Verified

02.02.2024 22:35

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SIEMENS HEALTHCARE PRIVATE LIMITED

Annexure - I

Name: Divya N Sahethya **Org Code:** SHS DC IND DI-SY DEV2 MLR
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

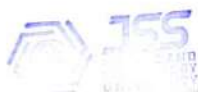

Authorised Signatory

- 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.

Signature Not Verified

SOKKALINGAM ARUNACHAL DHANARAJ
CN-SOKKALINGAM ARUNACHAL DHANARAJ
SERIALNUMBER-09671c74300502-0300f70f6ea45d76c824f
43c674408090141209578e1547adaka, PostalCode=570006,
Phone=9182066874-418870000, Email=9182066874-418870000,
b4854896388166809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY

02.02.2024 22:35



ANNEXURE II

Joining Formalities

Please bring the following documents along with you at the time of joining. Do carry the originals also for verification.

1. Photocopy of Birth Certificate / S.S.C. Certificate / S.S.C. mark sheet (2 copies)
2. All Educational Documents from 10th to highest education / Semester wise mark sheet & provisional / convocation certificate. (2 copies)
3. Photocopy of all previous employment/Experience certificate/relieving certificate.
4. Latest company Salary Slip and tax deducted in the current financial year (Form 16)/Form 12B)
5. Photocopy of Passport/Ration Card/Driving License/ Aadhar Card (3 copies)
6. Four copies stamp size photograph
7. Photocopy of PAN / Acknowledgement of PAN Application (3 copies)
8. To Apply for PF transfer please get the below necessary information
 - PF Number/ EPS number
 - Previous employer contact details to contact for PF related communications.
 - Whether previous company PF is maintained by Trust or RPFC account
 - RPFC office or PF trust address
 - Bank account number & Bank IFSC Code

A few of the forms necessary to complete the joining process at Siemens Healthcare Private Limited are enclosed. Please complete these carefully and bring them along with you at the time of joining. Please note that, incomplete forms tend to delay your joining process. We therefore seek your cooperation in ensuring the forms are complete in all respects. If you require any clarifications, please contact **18004196677** or **askhr.in@siemens.com**.



Signature Not Verified

SOKKALINGAM ARUNESAMI DHANARAJ
CN=SOKKALINGAM ARUNESAMI DHANARAJ
SERIALNUMBER=09c71c7430050427c3007d66e45d76c824f
43c67a408090f4120957ae55c7d4b6a, PostalCode=570006,
Phone=6201068764, email=sokkalingam@jss.ac.in
b45469c98b65808, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY

02.02.2024 22:35



Name Abhilash R
Department Human Resources
Telephone +91 (080) 6192 5946
E-mail abhilash.r@siemens-healthineers.com
Date April 23, 2019

Sub: Offer of Employment

Deepak BV
Senior General Manager
Human Resources

I confirm and accept the above and will join on _____
(Date & Signature)



JSS
SCIENCE AND
TECHNOLOGY
UNIVERSITY
MYSURU



Joining Formalities

1. Photocopy of Birth Certificate / S.S.C. Certificate / S.S.C. mark sheet (2 copies)
2. All Educational Documents from 10th to highest education / Semester wise mark sheet & provisional / convocation certificate. (2 copies)
3. Photocopy of all previous employment/Experience certificate/relieving certificate.
4. Latest company Salary Slip and tax deducted in the current financial year (Form 16)/Form 12B)
5. Photocopy of Passport/Ration Card/Driving License/ Aadhar Card (3 copies)
6. Four copies stamp size photograph
7. Photocopy of PAN / Acknowledgement of PAN Application (3 copies)
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 - Whether previous company PF is maintained by Trust or RPFC account
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 - Bank account number & Bank IFSC Code

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Signature Not Verified

SOKKALING ARUMUGAM DHANARAJ
CN=SOKKALING ARUMUGAM DHANARAJ
SERIALNUMBER=09C71437005047d3f0bf7d6ea4576c824f
43c674408091d414209575e; S=Kannataka, PostalCode=570006
Phone=9652c6d8e7f4e1a62e8677dd89189c15c36e9252e3ca1
b465469e38cd65809, O=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

SIEMENS HEALTHCARE PRIVATE LIMITED

Annexure - I

Name: Manjunath V Desai
Level: PL 11
BU: SHS DC IND

Org Code: SHS DC IND DI-SY DEV1 SC3
Designation: Graduate Engineer Trainee
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

Quark

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.

Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ,
SERIALNUMBER=09J1C743050406231007d1f6ea45d76c824f-
43c67ba40809dfda1420957fe3-Krakataki, PostalCode=570006
PhoneNo=652164387e14c1a62eb987d4ad8989bc15c36e925e2c3ca1-
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TECHNOLOGY UNIVERSITY, C=IN

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MANOJ M.S
4JC15EC056
E & C Section 'B'

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18/19

SIEMENS
Healthineers

Manoj MS

11B/7, Beml Layout, Srirampura, Mysore, 570023, Karnataka

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

Dear Manoj,

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 -Syngo (SHS DC IND DI-SY)**, 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**.


Sanjay Chaudhary

Senior Vice President- Research & Development
SHS DC IND DI-SY



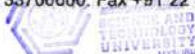
Deepak BV
Senior General Manager
Human Resources

I confirm and accept the above and will join on _____
(Date & Signature)

Siemens Healthcare Private Limited

Gold Hill, Supreme Software Park
II
Plot No. 21, 22, 27, 28
Electronic City Phase 2
Bangalore
Tel: + 91 80 6192 1000
Email:
hc_contact.india@siemens.com
www.siemens.co.in/healthcare

Registered Office: Unit No. 9A, 9th Floor, North Tower, Godrej One, Pirosha Nagar, Bandra East, Mumbai – 400 079
India. Telephone +91 22 33700600. Fax +91 22 33700654. Other Offices: www.siemens.co.in/healthcare
Corporate Identity number: U74999MH2015PTC264859



02.02.2024 22:35



SIEMENS HEALTHCARE PRIVATE LIMITED

Annexure - I

Name: Manoj MS
Level PL 11
BU: SHS DC IND

Org Code: SHS DC IND DI-SY DEV1 NS2
Designation: Graduate Engineer Trainee
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

Paul

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.

Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ,
SERIALNUMBER=D9c7f17430050407d3dbf7d6ea45d76c824f
43c67a40809fd1d41020957ae S=Kumataka, PostalCode=570006
Phone=+662026ca97e4c1a52b697f1dd89f189c15c36e9252e3ca1
b465469e388d65809_O=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

104

Nisarga NC
4JC15EC065
SIEMENS Healthineers EC'A'
18/19

Nisarga NC

'Nisarga', 10Th Cross, 1St Main, Belavadi, Mysore-570018

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

Dear Nisarga,

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 -Syngo (SHS DC IND DI-SY)**, 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.

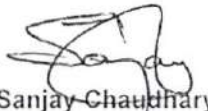
This offer is subject to you being found medically fit. It is our company policy to undertake reference checks. Your appointment therefore will be subject to satisfactory reference checks. You will be on **probation** for a period of **six months**. The company reserves the right to recover the notice period buyout/relocation reimbursement amount (If applicable), in case you leave the services of the company within one year of your joining.

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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**.


Sanjay Chaudhary

Senior Vice President- Research & Development
SHS DC IND DI-SY



Deepak BV
Senior General Manager
Human Resources

I confirm and accept the above and will join on _____
(Date & Signature)



Siemens Healthcare Private Limited

Gold Hill, Supreme Software Park II
Plot No. 21, 22, 27, 28
Electronic City Phase 2,
Bangalore - 560100.
Tel: + 91 80 6192 1000
Email:
hc_contact.india@siemens.com
www.siemens.co.in/healthcare

Registered Office: Unit No. 9A, 9th Floor, North Tower, Godrej One, Pirojsha Road, Vikhroli East, Mumbai – 400 079
India Telephone +91 22 33700800, Fax +91 22 33700854. Other Offices: **Signature Not Verified** Identity number: U74999MH12015PTC264859

500KALINGAM ARUNACHAL PRADESH
ON-SOKALINGAM ARUNACHAL PRADESH
SERIALNUMBER:09671c74300502030070f6ea45d76c24f
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Phone=8052068874+918052068874+918052068874+918052068874
b48548b38b66808, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY

02.02.2024 22:35



EC0704



Rajshekhargouda C Patil
Shivaganga Nilaya, Saptapur 7Th Cross, Haliyal
Road, Dharwad, 580001, Karnataka

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

Dear Rajshekhargouda,

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.

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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

on 01-07-19
(Date & Signature)

Siemens Healthcare Private Limited

Gold Hill, Supreme Software Park II
Plot No. 21, 22, 27, 28
Electronic City Phase 2,
Bangalore - 560100.

Tel: + 91 80 6192 1000
Email:
hc_contact.india@siemens.com
www.siemens.co.in/healthcare

Registered Office: Unit No. 9A, 9th Floor, North Tower, Godrej One, Piroshanagar, Eastern Express Highway, Vikhroli East, Mumbai – 400 079
India. Telephone +91 22 33700600. Fax +91 22 33700654. Other Offices: Bangalore, Chennai, Coimbatore, Hyderabad, Kolkata, Pune, Thane, Tirunelveli, Visakhapatnam.
Signature Not Verified
U74999MH2015PTC264859

SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ,
SERIALNUMBER=09c71c74300504a7d3f0bf7df6ea45d75c824f
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PhoneNo=6562dc6a97e4c1a82eb9771dd89f89c15c36e9252e3ca1
b46549e38cd665809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN



SIEMENS HEALTHCARE PRIVATE LIMITED

Annexure - I

Name: Rajshekhargouda C Patil **Org Code:** SHS DC IND DI-MI DENALI-CALIB
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
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(F)	Performance Pay @100%	-	-
(G)	Target Pay (E + F)	45,833	550,000

For Siemens Healthcare Private Limited


Authorised Signatory

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Signature Not Verified



SOKKALINGAM ARUNACHALAM DHANARAJ
CN-SOKKALINGAM ARUNACHALAM DHANARAJ
SERIALNUMBER-09671c743005012300b70f6ea45d76c824f
43c67a4080901414209578e15c47ad4a4a, PostalCode=570006,
Phone=918086874614860000, UserEmail=1c36a9752a3a1
b4854896388166809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:35

ANNEXURE II**Joining Formalities**

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Venkatesh. G. U
4JC15EC115

SIEMENS
Healthineers

Venkatesh Gangappa Uttur
Kataraki, Bagalkote, 587116, Karnataka

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

Dear Venkatesh,

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 – Digital Services (SHS DC IND DS)**, 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.

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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.**

Admang

L. Subrahmanyam
Senior Vice President- Research & Development
SHS DC IND DS

Paul

Deepak BV
Senior General Manager
Human Resources

I confirm and accept the above and will join on _____
(Date & Signature)

Siemens Healthcare Private Limited

Gold Hill, Supreme Software Park II
Plot No. 21, 22, 27, 28
Electronic City Phase 2,
Bangalore - 560100.

Tel: + 91 80 6192 1000
Email:
hc_contact.india@siemens.com
www.siemens.co.in/healthcare

Registered Office: Unit No. 9A, 9th Floor, North Tower, Godrej One, Piroshanagar, Eastern Express Highway, Vikhroli East, Mumbai - 400 079
India. Telephone +91 22 33700600. Fax +91 22 33700654. Other Offices: Bangalore, Chennai, Coimbatore, Hyderabad, Kolkata, Lucknow, Mumbai, Pune, Thane, Trichy, Tirunelveli, Visakhapatnam.
Signature Not Verified
Registration number: U74999MH2015PTC264859

SOKKALINGAM ARUMUGAM DHANARAJ
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Phone=6c62dc6a97e4c1a62b897f4d89f189c15c36e9252e3ca
b465469e388d65809, OU=JSSS ITRAR, O=JSS SCIENCE ANI
TECHNOLOGY UNIVERSITY, C=IN

02/02/2024 22:39



Name:	Venkatesh Gangappa Uttur	Org Code:	SHS DC IND DS DES PF
Level	PL 11	Designation:	Graduate Engineer Trainee
BU:	SHS DC IND	Location:	Bangalore

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
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(E)	Fixed Pay (C + D)	45,833	550,000
(F)	Performance Pay @100%	-	-
(G)	Target Pay (E + F)	45,833	550,000


Authorised Signatory

- Signature Not Verified

$E \in 'B'$

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18/19

SIEMENS
Healthineers

Name Abhilash R
Department Human Resources
Telephone +91 (080) 6192 5946
E-mail abhilash_r@siemens-healthineers.com
Date April 23, 2019

Dear Nikitha,

Sub: Offer of Employment

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 -Syngo (SHS DC IND DI-SY)**, 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.



Sanjay Chaudhary

Sanjay Chaudhary
Senior Vice President- Research & Development
SHS DC IND DI-SY

Reynolds

Deepak BV
Senior General Manager
Human Resources

I confirm and accept the above and will join on _____
(Date & Signature)

Gold Hill, Supreme Software Park II
Plot No. 21, 22, 27, 28
Electronic City Phase 2,
Bangalore - 560100.

Tel: + 91 80 6192 1000
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: www.godrej.com Registration number: U74999MH2015PTC264859

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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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Candidate's Signature _____
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Phone=+9193608744614405000, O=JSS SCIENCE AND
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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.

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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Kavya, R
4JC16E411
E&C 'A'

#909, 11th cross, Janatha Nagara, Mysore - 570009
8151982332

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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Candidate's Signature

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TECHNOLOGY UNIVERSITY, C=IN
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Reference Id: 98cb1b97-1b86-40ac-91a6-be81
Signed By: Mohan Sekhar

-



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **13,000/-** 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 INR **6,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **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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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 70% or above in the first attempt in your highest qualification and a minimum aggregate marks of 60% or above in each of your academic courses, like Standard Xth, Standard XIIth, Diploma (if applicable), Graduation and Post-Graduation examination, which includes successful completion of your final semester/year without any pending arrears/back logs during the entire course duration. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. 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.

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2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program (TCS Xplore) available digitally. This foundation program will include Online learning, practice sessions & assessments, Webinars and Hackathons/ Challenges. The above program will be delivered in 2 batches (Batch1: January to March 2019 & Batch2: June to August 2019), to accommodate regional academic calendars and availability of students. You are required to indicate your preference for one of these batches at the time of your offer acceptance.

3. Probation Period

You will be on probation for three months. Your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment without any notice or payment in lieu thereof in case your performance, behaviour and/or conduct during the probation period is found unsatisfactory or the Back Ground Check turns out negative.

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 to 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 probation 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 offer as an employee with TCS you are required to

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

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SERIAL NUMBER: 090716740000470300705656766247
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Phone: 91 80 6724 7000 Fax: 91 80 2841 0114
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maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This confidentiality Clause shall survive the termination or earlier determination of your appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. 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.

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. 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.

11. 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.

12. 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

13. Notice Period

In an event if the probation 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, out behavior and/or performance are not found satisfactory, or your Back Ground Check turns out to be negative, TCSL may terminate your services by giving notice as mentioned above.

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.

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14. 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.

15. 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.

16. 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.

17. 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 probation/service without notice.

18. 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 (if you are a Postgraduate)

- Birth Certificate / Proof of Age

- Work permit and/or any other documentation as prescribed by Government of India

- Passport

- 6 photographs

- Medical Certificate

- An affidavit/notarised undertaking stating:

*There is no criminal offence registered/pending against you

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

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

The original documents will be returned to you after verification.

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HYDEHI RC-1 BLOCK, 82, EP, Indira Nagar, Bangalore 560 066 India

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SERIAL NUMBER: 0907167400090470300705656756241
A306740090412005785 S-12 Malaka, Postal Code: 570006
Phone: +91 9446741412 Email: careers@tcs.com
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19. 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.

20. 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.

21. 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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VYDEHI RC-1 BLOCK, 82, ERTL Field, 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

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GROSS SALARY SHEET

Annexure 1

Name	Devanshu Kshatri
Designation	Systems Engineer
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	13,000	1,56,000
Bouquet Of Benefits #	29,258	3,51,100
2) Performance Pay		
Monthly Performance Pay	4,000	48,000
Performance Bonus*	3,000	36,000
3) City Allowance	400	4,800
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,560	18,720
Gratuity	625	7,504
Total of Annual Components & Retirals	2,185	34,124
Retention Incentive	NA	70,000
TOTAL GROSS	51,843	7,00,024

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.

*** 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	6,500	78,000
Leave Travel Assistance	1,083	13,000
Food Card	500	6,000
Personal Allowance	21,175	2,54,100
GROSS BOUQUET OF BENEFITS	29,258	3,51,100

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Annexure 2

Regional Offices

Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5 th 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 5 th 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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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.

TCS Confidential

TCSL/DT20184300868



Signature Not Verified

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SERIALNUMBER096767400000423007068450766241
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Phone: 91 80 6724 7000 Fax: 91 80 6724 0114
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TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EP, Indira Nagar, 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



9. Equitable Rights

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

10. General

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

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

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

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



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

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

11. Non-Compete

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



TCS Confidential
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Email=cs30lra@rediffmail.com

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

Tel: 91 80 6724 7000 Fax: 91 80 3841 0114 Website: www.tcs.com

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

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

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Hewlett Packard Enterprise

3 Dec, 2018

Pavan A V

13, 18th cross, 1st main, Jayanagar, Mysuru

Dear Pavan A V,

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 Saji Sekhar Pt. 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

Shalini Dutta
APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: PAVAN A.V

Signature: Pavan A.V

Date: 3/1/19

Signature Not Verified

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02.02.2024 22:35





Manager

APJ Technology & Services Talent Acquisition

Shalini Dutta

Signature:

Pavan. A.V.

Date:

3/1/19

Name:

Pavan. A.V.

FOR Employee

FOR Company

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.

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 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.

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.

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.

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.

Hewlett Packard
Enterprise

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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.

(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.

"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.

02/02/2024 22:35



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.

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.

Uethi



Name: PAVAN. A-K

Signature: Pavan. A.V.

Date: 3/1/19

Signature Not Verified

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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.

Bethi.



JSS
SCIENCE AND
TECHNOLOGY
UNIVERSITY
MYSURU

Name: PAVAN. A.V.

Signature: Pavan, A.V.

Date: 3/1/19

Signature Not Verified

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During your employment tenure with us, you will be covered under company provided insurance:

- The aforementioned perquisites are subject to alteration and amendment.

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.

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.

You will retire from the services of the company on attaining the age of superannuation. The retirement age in Bosch is 60 years.

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.

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**.

10.1 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

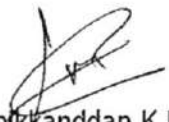
Your appointment will be confirmed upon receiving your acceptance to this offer letter. Your functional area, location and date of joining will be informed later.

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
Manikanddan 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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TECHNOLOGY UNIVERSITY, C=IN

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1. Your Life and Accident Cover:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Even on temporary disability due to Accident you get compensated for loss of wages on account of leave due to Accident of upto Rs. 5,000 per week. In case of Death due to accident, your total cover would be 26 lacs (12 Lacs + 14 Lacs). Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Life Insurance Program: Rs. 14,00,000 In the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover. Employees can also get an extra coverage for a nominal and highly negotiated premium.

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

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

1. Voluntary Superannuation Policy (VSS)

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

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

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

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

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

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



Registered Office:

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

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Gratuity Benefit: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific pre-defined pension Accrual rate.

Loans:

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

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



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SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS): This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll which will vary based on your marital/family status, the floater sum insured as per your job grade and any top-up plan opted by you. 10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

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



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5. New Pension System:

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

Retirement Benefits:

It consists of:

- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

- a. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

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

Accommodation, Food & Other Miscellaneous Expenses

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



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SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

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

House Rental Allowance:

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

Wipro Benefit Plan (WBP):

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

1. Leave Travel Allowance:

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

2. Telephone/Mobile Phone Allowances:

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

3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. Education Allowance:

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



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ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

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

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

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

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

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



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ANNEXURE – IV

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

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

Name:

Date: __/__/__

Signature:.....



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Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Interest free loan of Rs.20,000/- towards housing deposits or towards purchase of two wheeler
- Contingency loan of Rs.50,000/- towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

Date: __/__/__

Signature:.....



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ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

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

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

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

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

Name:

Date: __/__/__

Signature.....



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12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

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

Yours sincerely,
For **Wipro Limited**,

Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on __/__/__

Name: _____

Signature: _____ Date: __/__/__

Place: _____



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d. Your appointment shall be treated as withdrawn in case:

- i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
- ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
- iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
- iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
- v. You have any pending backlogs/ arrears on the date of appointment.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **atleast** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to** pay to the Company liquidated damages of upto Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.



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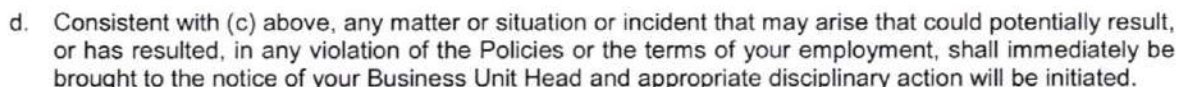
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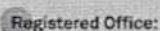
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- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without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

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



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APPOINTMENT LETTER

May 10, 2019

Dear **Varshad V**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.



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