

DEPARTMENT OF INFORMATION SCIENCE ENGINEERING
2018 – 19

Sl. No.	Name of the students	Organisations in which placed	Package committed (in lakhs)	Page no.
1	AISHWARYA J	ACCENTURE	4	11
2	Akshata R	Dell	3.25	1
3	AMRUTHA S RAJ	ACCENTURE	4	18
4	ANIRUDH PAI	MICROFOCUS	10.8	25
5	ANUPA RATHNAKARA SHETTY	L&T TECH SERV, PHILIPS	4,10	37
6	APURWA AGRAWAL	DELOITTE	10.17	54
7	AVANI A R	MERCEDES BENZ FT	10	79
8	B V SHASHANK	Tata Elxis	5.5	82
9	BHUMIKA K	BOSCH	4.5	83
10	BHUMIKA MALLIKARJUN	L&T TECH SERV	4	93
11	C G Chaitra	Continental	8.5	2
12	Deepa Mudiappanavar	Dell	3.25	3
13	DEEPALI SHET U	BOSCH	4.5	96
14	DIVYA S	DELOITTE	10.17	116
15	Divyashree M	Continental	8.5	4
16	Fatima Nimra Khan	Philips	10	5
17	GATTUPALLI SRI TEJASWI	AKAMAI	22	119
18	Insha Fatima	Philips	10	6
19	JUNED S	QUALCOMM	14	120
20	Lavanya Ranganath	TCS	4	7
21	MANISHA	HPE	10	125
22	MANJU SKANDA K H	ACCENTURE	4	140

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23	MANOJ K	MERCEDES BENZ FT	10	147
24	MEENA R	LOWES	12	156
25	MEGHA AGRAWAL	ONETRUST	4.5	165
26	MOHAMMED SALMAN A	ACCENTURE	4	158
27	NAGADARSHAN N	Sabre	9.41	166
28	NAMITH J UTARKAR	BOSCH	4.5	167
29	Nandan M Hegde	Western Digital	16	176
30	NAVANEETH HOLLA U	CONTINENTAL	6	185
31	NAVULURI VIJAYA KRISHNA	HASHDIN	8	186
32	P TILAK	ACCENTURE	4	188
33	PRATYUSH PRIYADARSHI	INFOSYS	3.6	202
34	PRAVEEN C K	L&T TECH SERV	4	210
35	PRAVEEN K R	MOOLYA	6.5	212
36	PRITHVI A PAI	BOSCH	4.5	218
37	RAHUL DHIR	PHILIPS	10	239
38	RAMYA R	CYPRESS	8.5	251
39	Ramyashree R	Nokia	6.5	8
40	RIYA KUMARI	INFOSYS	3.6	267
41	SANDESH H BHAT	HPE	10	279
42	SANJANA M S	SIEMENS	20	285
43	SANJAY CHANDRAKANT KAMAT	BOSCH	4.5	289
44	SEEMA K	TCS	7.3	294
45	SHAILAJA BIRADAR	Amazon	15	313
46	SHAILAJA B	ONETRUST	4.5	318
47	SHAMANTH KASHYAP N	Tata Elxis	5.5	323
48	SHAMANTH N DIXIT	DELOITTE	10.17	330
49	Sheela G V	Nokia	6.5	9
50	SHIVANAND S MAKANUR	CISCO	14.95	331
51	SHUBHAM KAUSHIK	Sabre	9.41	332
52	SIDDESH M YALAGATTI	ACCENTURE	4	334
53	SIDHA KUMAR KOTHARI	ACCENTURE	4	337
54	SOUJANYA C S	MERCEDES BENZ FT	10	338
55	SREE PRAVALLIKA	ACCENTURE	4	341
56	SUMIT SOURAV	Incture technologies	6.5	348
57	SUPREETH M	IPMORGAN	17	350
58	SWATHI S	Signature Not Verified	20	363

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59	TATHAGAT PRIYADARSHI	AVI NETWORKS	10	365
60	Varshini B K	Bosch	5	10
61	VARUN D MIDAKANATTI	HPE	10	367
62	VINUTHA P	L&T TECH SERV	4	370

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 Phone=6600008744, Email=arunachal.dhanaraj@jssstuniv.in
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RSA M. Teek

18-19

Offer Confirmation Mail - Dell Technologies

3 messages

Wed, Apr 24, 2019 at 12:34 PM

<Smaraki.Tripathy@dellteam.com>
To: akshurangaswamy@gmail.com
Cc: placement@sjce.ac.in



Offer Confirmation Mail

To: Akshatha R,

Congratulations!

We are pleased to inform you that you have been selected for the role of Intern as a part of Dell Technologies. We look forward to you joining us as an Intern. Actual Date & Location for Internship will be confirmed to you subsequently.

Your stipend will be INR 25,000 per month during Internship.

Should you have any queries please feel free to contact:
UR_India@Dell.com

We believe that our employees form the basis of our success and are therefore our most valued assets. Accordingly, we have always believed in giving them the very best work environment and facilities that allows them to deliver results to their full potential.

You can look forward to the same when you join us! Do familiarize yourself with our culture code. Follow the link on the right hand panel to learn all that is waiting for you.

Here at Dell, a member of the Dell Technologies family of brands, there are endless challenges and rewards. Opportunities across the globe. A team fueled by collaboration. A culture that fosters innovation and values a diverse and inclusive workplace.

We're made up of strong, smart people dedicated to doing their best work and driving to success for our communities and our customers.

[Learn More about](#)

[Life at Dell](#)

[Interviewing at Dell](#)

[Dell's Employee Resource Groups](#)

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Date :06/06/2019

To
C G CHAITRA
(Code: CAN84988)

Provisional Offer Letter for Fixed Term Contract

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **Associate Engineer**. Your services are being deputed to **Continental Automotive Components (India) Private Limited** on the following terms and conditions:

- Your employment will be valid from **24/06/2019 To 23/06/2020**, unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your CTC Salary will be **INR 380,004.00** per annum (as per Annexure 1) and will be paid out basis your actual joining date.
- We reserve right to terminate your services with immediate effect in case information furnished by you is not found to be true or background verification report is negative.
- Your employment is subject to completing our onboarding process, which requires you to :
 - a. Complete on the Randstad portal:
 - Employee profile form
 - Statutory Nomination forms like ESIC, PF, Medclaim etc.
 - b. Upload proofs of your documents:
 - Government mandated ID proof: AADHAR Card and PAN
 - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
 - Copy of both Educational certificates & Previous employment documents.
 - Bank Details for Salary processing: Copy of cancelled cheque.

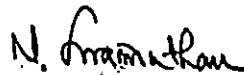
Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.

The next step is for you to log into Randstad Direct, our employee portal to accept this offer. You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login. A User guide is also available to help you complete formalities on/before your DOJ.

Please get in touch with us for any queries.
Wishing you the very best!

Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
N Swaminathan Iyer
Vice President - SSC

Registered Office :
Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

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July 30, 2019

Deepa Mudiappanavar

Deepa Mudiappanavar D/O H A Mudiappanavar, Sri saraswati nilaya, Adhyapak Nagar,
Naragund, Dist-Gadag

Naragund 582207
India

Private & Confidential

Dear Deepa,

Congratulations, and welcome to Dell!

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

Your title will be Software Engineer 1 at career level Individual Contributor IS, reporting to Vivék Nambiar (1052700), Director, Software Engineering. Your start date is August 19, 2019. You will be based at our offices in Bangalore, India.

You are requested to submit all Background Check documents within four (4) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Orientation

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



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01st Aug 2018

HR/Project/18

Ms. Divyashree M
#197/1,34 East Cross
Behind Lashkar Police Station
Ashoka Road, Mysore-01

Sub: Internship with Continental Automotive (India)

Dear Divyashree,

Thank you for your interest in discussing an internship opportunity with us, we have pleasure in Offering you internship facility with us for duration of 12 months starting from 06th Aug 2018 to 05th Aug 2019, as per the following condition

1. You will be working with **B&S** business unit as a Support for a new **Concept Prototype** development, in the area of CTCV project under the guidance of Mr. Mehul Saparia.
2. You will be paid a stipend of Rs.15,000/- (Rupees Fifteen Thousand Only) per month by 7th of the following month. Please submit a cancelled cheque for the same to be deposited to your account.
3. You are not allowed to take any other internship assignment or employment without our written permission during this period.
4. You will not divulge to any person, firm or company any secrets or information, which you may come into possession in the course of your internship, concerning the business affairs of the Company.
5. No optical /magnetic media such as floppy disks, magnetic tape cartridge, digital audio tapes, magnetic tapes, hard disks, optical disks, CD-ROMs etc. shall be allowed to be brought into or taken out by you from Continental premises.
6. You will receive an internship completion certificate upon successful fulfillment of the assignment

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

We wish you a successful association with Continental Automotive

Sincerely,

Harikrishna Khandavilli
Head of Location-B&S, India

Ajay Kumar
Head HR Technical Center India



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43c67a408090d41420857ae/S&K_Malaka, PostalCode=570006,
Phone=+918276587644, Email=hr@jss.ac.in, Location=JSS Science and
Technology University, OJ+REGIS+TRAR, OJ+JSS SCIENCE AND
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M.tech

PHILIPS

07 August 2019

Ms. Fathima Nimra Khan

Dear Fathima Nimra Khan,

Subject: Engagement as an Intern in Philips India Ltd

We have the pleasure to offer you a training assignment with Philips India Limited as per the following terms of reference:

Terms and Conditions:

1. Your project duration will be from 13 August 2019 to 13 July 2020.
2. During this period, you will be paid a consolidated stipend of Rs. INR 25000.
3. Your initial reporting location at Philips is at our Philips India Ltd, Bangalore office. However, you may be liable to be posted at any of the establishments of the Company in India.
4. You will be governed by the rules and regulations of Philips as applicable, enforced, amended or altered from time to time during the course of your project.
5. In the course of your project with us, you may acquire information, technical or otherwise, including any computer software, which is confidential or proprietary to the Company or to its subsidiaries or affiliates, its customers, subcontractors or any other individuals or companies having association or relationship with the Company, and/or its affiliates or subsidiaries. You will not, use or disclose during and after completion of your project, any of such information except for the purpose of your project and with prior written consent of Philips. Anything possessed by you, which discloses or embodies such information etc will be delivered to Philips forthwith on demand at the end of your project.
6. All intellectual property rights in any work or material developed by you during the course of your project shall belong to and be the property of company and you confirm that you shall not be entitled to claim any rights over such intellectual property.
7. Any business related expenses incurred as part of your project, approved in advance by your project manager, will be duly reimbursed to you on actual.
8. Philips shall not be liable to pay any amount over and above as mentioned in clause 2 and 7 above. You will have to bear all other expenses concerning your assignment with Philips including but not limited to 1) any local conveyance expenses, 2) your accommodation expenses, 3) your daily travel from residence location to Philips Office(s) etc.
9. You are welcome to use facilities available at Philips office location as per company policy and guidelines applicable.

Philips India Limited
 (formerly "Philips Electronics India Limited") CIN No.: U31902WB1930PLC006663
 8th Floor, DLF 3-B, DLF Phase-3, Gurgaon - 122002 (INDIA)
 Tel: +91 124 4606000 Fax: +91 124 4606666 www.philips.com

Registered Office:
 3rd Floor, Tower A, DLF IT Park,
 D3 Block AF, Major Arterial Road,
 New Town (Rajarhat), Kolkata - 700156
 West Bengal, India

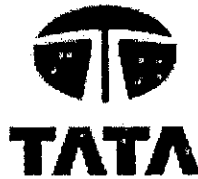


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17-18

Offer: Computer Consultancy

Ref: TCSL/CT20182522815/Bangalore

Date: 03/10/2018

Ms. Lavanya Ranganath

#337, Vishweshwara Nagar, Industrial Suburb, 1st Stage, Mysore 1st Stage,

Vishweshwara Nagar,

Mysore-570008,

Karnataka.

Tel# 91-9663180758

Dear Lavanya Ranganath,

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 **₹3,53,569/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/CT20182522815

TATA CONSULTANCY SERVICES

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

Tel: 91 80 6724 7000 Fax: 91 80 384 0004 Website: www.tcs.com

Registered Office: Nirmal Building, 4th Floor, Sankar Point, Mumbai 400 021



02.02.2024 22:35

Date: 11 Apr 2018

Ref: 18000004CJ

Ramyashree R

Bangalore

Telephone: +91 (124) 4504 000

Direct fax: +91 (124) 4504 999

Nokia Solutions and Networks India Pvt. Ltd.

(Formerly known as Nokia Siemens Networks Pvt. Ltd.)

7th Floor, Tower A, Building No. 9A

DLF Cyber City, Phase – III

Gurgaon – 122002

Haryana (India)

Corp Identity No. U72900DL2006PTC155149

Dear Ramyashree R,

With reference to your application and the subsequent interview, we have pleasure in offering you an appointment as **Student Trainee** in the **Job Grade 5** on a fixed term contract till 15 May 2019 in Nokia Solutions and Networks India Private Limited ("Company"), India. The terms and conditions of your appointment are as follows:

1 Enrollment and Reporting

1.1 You are required to join us on 16 Jul 2018. The fixed term contract will automatically come to an end at the close of working hours on 15 May 2019. The terms and conditions of your appointment shall be effective from your date of joining.

1.2 This offer is valid for 7 calendar days from the date of offer or your date of joining in the organization whichever is latest. Please indicate your acceptance of this offer and the said terms & conditions by signing and returning the duplicate copy of this letter upon receipt of the letter.

1.3 You will initially report to Bharathi Raju, however your reporting is liable to change at the sole discretion of the company.

1.4 Your training period is subject to your being found medically fit by a Doctor designated by the Company. The Management has the right to get you medically examined by any Certified Medical Practitioner during the period of your service with us. In case you are found medically unfit to continue with the training period, you will lose your lien on the training period. Further details for the same are included in Annexure 5.

1.5 This offer is subject to and conditioned upon the truthfulness of the representations you have made to the company during the recruitment process. Company reserves the right to initiate background verification posts your acceptance of this offer. If from the results of this background verification, or at any time during your training period, it emerges that the particulars furnished by you are false/incorrect or if any material or relevant information has been suppressed or concealed, this appointment will be considered ineffective and irregular and would be liable to be terminated by the management forthwith without notice. This will be without prejudice to the right of the management to take disciplinary action against you for the same.

Regd. Address:

**Nokia Solutions and Networks
India Pvt. Ltd.**

1507, Regus Business Center,

Eros' Corporate Tower Level

15, Nehru Place, New Delhi

110019, India

<http://in.nsn.com>

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country=IN, email=dhanaraj@latamail.com, phone=+91-936992563ca1
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Date: 11 Apr 2018

Ref: 1800000280

Sheela GV
Bangalore

Telephone: +91 112414504 900

Direct fax +91 11341 4504 999

Nokia Solutions and Networks India
Pvt. Ltd

(Formerly known as Nokia Siemens Networks Pvt. Ltd.)

7th Floor, Tower A, Building No. 9A

DLF Cyber City, Phase:- III

Gurgaon - 122002

Haryana (India):

Corp Identity No.
U72900DL2006PTC155149

Dear Sheela GV .

With reference to your application and the subsequent interview, we have pleasure in offering you an appointment as **Student Trainee** in the **Job Grade 5** on a fixed term contract till 15 May 2019 in Nokia Solutions and Networks India Private Limited ("Company"), India. The terms and conditions of your appointment are as follows:

1 Enrollment and Reporting

- 1.1 You are required to join us on 16 Jul 2018. The fixed term contract will automatically come to an end at the close of working hours on 15 May 2019. The terms and conditions of your appointment shall be effective from your date of joining.
- 1.2 This offer is valid for 7 calendar days from the date of offer or your date of joining in the organization whichever is latest. Please indicate your acceptance of this offer and the said terms & conditions by signing and returning the duplicate copy of this letter upon receipt of the letter.
- 1.3 You will initially report to Shivani Arora, however your reporting is liable to change at the sole discretion of the company.
- 1.4 Your training period is subject to your being found medically fit by a Doctor designated by the Company. The Management has the right to get you medically examined by any Certified Medical Practitioner during the period of your service with us. In case you are found medically unfit to continue with the training period, you will lose your lien on the training period. Further details for the same are included in Annexure 5.
- 1.5 This offer is subject to and conditioned upon the truthfulness of the representations you have made to the company during the recruitment process. Company reserves the right to initiate background verification posts your acceptance of this offer. If from the results of this background verification, or at any time during your training period, it emerges that the particulars furnished by you are false/incorrect, or if any material or relevant information has been suppressed or concealed, this appointment will be considered ineffective and irregular and would be liable to be terminated by the management forthwith without notice. This will be without prejudice to the right of the management to take disciplinary action against you for the same.

Regd Address:

Nokia Solutions and Networks

India Pvt. Ltd.

1507. Regus Business Center.

Eros Corporate Tower Level

15, Nehru Place, New Delhi

110019 India

<http://www.rsc.org>

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BOSCH

*** Personal and Confidential ***

Ms. Varshini B K
JSSU, Mysore

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/2019/1884

Date: 11.07.2019

Dear Varshini B 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 your 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. 5,50,000/- (Rupees Five Lakhs and fifty thousand 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.

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BOSCH are Trademarks of Robert Bosch GmbH, Germany

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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:

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.

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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SERIALNUMBER=09c71c743005047d3d0bf7d6fe45d76c824ff
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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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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 _____



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TECHNOLOGY UNIVERSITY, C=IN

Anirudh Pai
Information Science & Engineering
#JC1515003

Western Digital®

SanDisk India Device Design Centre Pvt. Ltd.

Survey No.143/1, Amani Bellandur Khane Village
Prestige Excelsior, Prestige Tech Park
Marathalli-Sarjapur Outer Ring Road, Kadubeesanahalli
Varthur Hobli, Bengaluru-560103, India
Phone: +91-80-42422000
Telefax: +91-80-42422900
CIN: U72300KA2005PTC035961
www.sandisk.com

January 28, 2019

Dear Anirudh Pai,

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

1. General

- 1.1 You will begin employment with the Company in a full-time capacity on **July 8, 2019**.
- 1.2 Your title will be **Engineer, Software Development Engineering (Apps)** and you will report to **Chandra KN Rao**, or any other manager whom the Company may designate from time to time. Your title may be changed by the Company in accordance with business needs.
- 1.3 In this position, you will devote all of your time, attention, and ability during normal business hours to the duties, responsibilities, and instructions reasonably assigned to you by the Company. These job duties and responsibilities may be altered by the Company from time to time in order to meet business needs.
- 1.4 Your place of work will be the Company's offices or at such other location in **Bangalore** as the Company shall reasonably require, whether on a temporary or permanent basis.
- 1.5 You may be required to travel domestically or internationally as needed at the discretion of the Company.

2. Probationary Period

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

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

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
New Delhi - 110 019, India
Phone No : +011- 6654 2000

Signature Not Verified Place

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TECHNOLOGY UNIVERSITY

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January 28, 2019

Dear Anirudh Pai

1. In connection with our employment offer letter to you dated **January 28, 2019**, we are pleased to offer you a one-time Sign-On Bonus as outlined herein.
2. Contingent upon you accepting our offer and commencing employment with SanDisk, you will be paid an amount of **INR 300,000/- (Rupees Three Lakhs Only)**.
 - a. This Payment will be made in a single instalment after completion of 1 month from the start date
 - b. Applicable taxes will be borne by you and deducted at source.
3. This one-time payment will not be in conjunction with any other allowances or benefits.
4. In the event that you voluntarily resign or are terminated by SanDisk with Good Cause within 36 months from the start date, Sign-On Bonus shall automatically be forfeited and you will be required to repay the full amount of the Sign-On Bonus payment received, net of tax deducted at source.
5. In such case, and to the extent permitted by law, the Company reserves the right to deduct such amount from any final settlement payable to you and to look towards you for the recovery of any shortfall amounts, if necessary.
6. In the event your employment is terminated by the Company without Good Cause or due to full-time disability or untimely death, no repayment will be required.

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



Surinder Bhagat
Senior Director, HR

I confirm receipt of the above Agreement and accept the terms and conditions contained herein.

PRINT NAME:

SIGNATURE:

Additional place of business:

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

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#204, 2nd Floor

EPoS Corporate Tower

Nehru Place

New Delhi - 110 019, India

Phone No : +011- 6654 2000

Survey No.143/1, Amani Bellandur Khane Village

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Phone: +91-80-42422000

Telefax: +91-80-42422900

CIN: U72300KA2005PTC035961

www.sandisk.com

January 28, 2019

Dear Anirudh Pai,

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

1. General

- 1.1 You will begin employment with the Company in a full-time capacity on **July 8, 2019**.
- 1.2 Your title will be **Engineer, Software Development Engineering (Apps)** and you will report to **Chandra KN Rao**, or any other manager whom the Company may designate from time to time. Your title may be changed by the Company in accordance with business needs.
- 1.3 In this position, you will devote all of your time, attention, and ability during normal business hours to the duties, responsibilities, and instructions reasonably assigned to you by the Company. These job duties and responsibilities may be altered by the Company from time to time in order to meet business needs.
- 1.4 Your place of work will be the Company's offices or at such other location in **Bangalore** as the Company shall reasonably require, whether on a temporary or permanent basis.
- 1.5 You may be required to travel domestically or internationally as needed at the discretion of the Company.

2. Probationary Period

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

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

Additional place of business:

Sy.No 15/3 and 16/3, Salarpuria Hallmark

1st, 2nd & 3rd Floor, Marathalli-Sariapur Outer Ring Road

Kadubeesanahalli, Varthur Hobli

Bengaluru - 560 103 India

Phone : +91-80-4242 2005

Signature Not Verified French office :

#204, 2nd Floor

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Nehru Place

New Delhi – 110 019, India

Phone No : +011- 6654 2000

- 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.

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- 6.4 You shall be entitled to six (6) working days of casual leave per calendar year. Casual leave may be taken at your discretion, so long as it does not interfere with business need and is approved in advance by your manager.
- 6.5 You must notify the Company immediately in writing of any incapacitation from work and its probable duration. Upon request by the Company, reasons for the incapacitation must be given to the Company by you.
- 6.6 You will enjoy statutory public holidays as recognized by the Company in conformance with the laws of the State of Karnataka.

7. Professional Expenses

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

8. Non-Solicitation

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

9. Duration of Employment and Termination

- 9.1 You or the Company may terminate your employment as follows:

- (a) **Voluntary Termination:** You may terminate your employment at any time by giving the Company thirty (30) days' written notice (the "Resignation Notice Period"); however, it is understood and agreed that the Company shall be entitled to waive all or part of that notice and accept your resignation at any earlier effective date, in which event your employment will terminate on your last day of actual and active employment. In the event that the Company waives the Resignation Notice Period, you will be entitled to the lesser of (i) the amounts otherwise payable to you during the Resignation Notice Period or (ii) the minimum entitlements, if any, to termination pay, severance pay and benefits continuation as required by the applicable law.
- (b) **Termination for Cause:** The Company may terminate your employment for Cause, at any time and without notice or pay in lieu of notice. "Cause" for this purpose includes where the Company has reasonable grounds to believe you are guilty of gross misconduct, gross negligence or are in material breach of one of the terms of your employment; cases of "serious misconduct" or gross neglect of duty, dishonesty or unprofessional conduct, disclosure of confidential information, breach of confidence, breach of intellectual property rights; where you act in a way which in the reasonable opinion of the Company, reflects poorly on yourself and/or the Company, whether or not such act is directly related to the affairs of the Company; or any other act or omission that would legally permit the Company to, without notice or payment in lieu of notice, terminate the employment of an employee. The failure of the Company to rely on this provision does not constitute a waiver of the provision.

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

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TECHNOLOGY UNIVERSITY, C=N

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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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Page 5 of 8



- 9.6 The termination of your employment shall not affect the provisions of this Agreement and shall be without prejudice to any right or action already accrued to either party in respect of any breach of this Agreement by the other party.
- 9.7 You agree that in case of retrenchment, the principle of “last in first out” shall not be applicable. You further agree that if you are retrenched by the Company, the Company will not be required to offer you reemployment in any circumstance.

10. Deductions

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

11. Data Protection

- 11.1 During your employment, the Company may control and process your personal data (manually and electronically) for the purposes of the administration of this Agreement and the employment relationship, consistent with the legitimate business needs of the Company.
- 11.2 The Company recognizes the importance of protecting personal data and the respect for privacy. For the purposes of data protection, you agree to execute the Company's Worker Data Protection Notice and Consent, and otherwise hereby expressly consent to the Company's processing, and where applicable, control of your personal data as follows:
- collecting and processing of your information as described in the Worker Data Protection Notice and Consent;
 - processing your personal information including sensitive information (for example, health or medical condition, race or ethnic origin, etc.) when necessary; and
 - transferring your personal information within the Company or to third parties including but not limited to the US, according to the Global Worker Data Policy.
- 11.3 In accordance with the Global Worker Data Policy, the Company will ensure that such information will be fairly and lawfully processed for limited purposes, that it is adequate, relevant, accurate and not excessive. The Company will ensure your data is not kept longer than is necessary, is processed in accordance with your rights, will be kept secure, and not transferred abroad without adequate protection.

12. Miscellaneous

- 12.1 There is no collective agreement that directly affects your employment.
- 12.2 The provisions of this Agreement are severable, and if any one provision is found to be unenforceable in whole or in part, the remainder of the Agreement will remain valid and enforceable.
- 12.3 You acknowledge and expressly represent that by executing this Agreement you agree to comply with all Company policies and procedures, as may be amended from time to time.

Signature Not Verified

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43c67a40809d1f41420957ae/SaKumataka, PostalCode=570006
Phone=6c62dcb697f61a62b97f1dd89f89c15c36e9252e3ca1
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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 conditional upon:

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

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Phone=6c62d0c6a97e4c1a62b907fdd89f189c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN

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

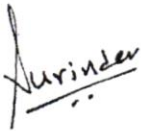
- ii) Your execution of the Employee Invention and Confidentiality Agreement (EICA).
- iii) Your written acknowledgment of the Western Digital Global Code of Conduct. In addition, the Company may require annual written acknowledgments thereafter.

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: _____

Survey No.143/1, Amani Bellandur Khane Village
Prestige Excelsior, Prestige Tech Park
Marathalli-Sarjapur Outer Ring Road, Kadubeesanahalli
Varthur Hobli, Bengaluru-560103, India
Phone: +91-80-42422000
Telefax: +91-80-42422900
CIN: U72300KA2005PTC035961
www.sandisk.com

APPENDIX- A

Name : Anirudh Pai	Grade:	105
Position : Engineer, Software Development Engineering (Apps)	Req. ID:	JR-0000043741
FIXED COMPENSATION		
Salary Components	Per Month (INR)	Per Annum (INR) Remarks
TOTAL FIXED COMPENSATION - Comp I	104,167	1,250,000
Basic	46,875	562,500 45% of Comp 1
Housing Rent Allowance (HRA)	18,750	225,000 40% of Basic
Telephone Expense Reimbursement	3,000	36,000 Flexible Benefit Plan*
Leave Travel Allowance(LTA)	3,906	46,875 Flexible Benefit Plan*
Meal Benefit Coupon	2,200	26,400 Flexible Benefit Plan*
Vehicle Maintenance Reimbursement - Two / Four wheeler	-	- Flexible Benefit Plan **
Special Allowance	29,435	353,225
TOTAL FIXED COMPENSATION - Comp I	104,167	1,250,000 Total Comp
Benefits		
ER Contribution to Provident Fund	5,625	67,500 12% of Basic
Comp II: (Total Fixed Comp + PF)	109,792	1,317,500
Variable Compensation		
STI		125,000 10% of Comp I
Total - Comp III		1,442,500
Note		
* Telephone Expense Reimbursement, LTA, Meal Benefit Coupon. Vehicle Maintenance Reimbursement **(Two wheeler / Four wheeler) and Special Allowance are all part of (Flexible Benefit Plan) FBP. Employees are guided to choose the values as per the FBP document.		
** Two wheelers - INR 900 per month Four wheelers - INR 1,800 per month upto 1.6 CC / INR 2,400 per month above 1.6 CC		
Based on the FBP 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

Signature Not Verified Branch office :

#204, 2nd Floor
PROS Corporate Tower
Nehru Place
New Delhi - 110 019, India
Phone No : +011- 6654 2000



SCIENCE AND
TECHNOLOGY
UNIVERSITY
MYSURU

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January 28, 2019

Dear Anirudh Pai

1. In connection with our employment offer letter to you dated **January 28, 2019**, we are pleased to offer you a one-time Sign-On Bonus as outlined herein.
2. Contingent upon you accepting our offer and commencing employment with SanDisk, you will be paid an amount of **INR 300,000/- (Rupees Three Lakhs Only)**.
 - a. This Payment will be made in a single instalment after completion of 1 month from the start date
 - b. Applicable taxes will be borne by you and deducted at source.
3. This one-time payment will not be in conjunction with any other allowances or benefits.
4. In the event that you voluntarily resign or are terminated by SanDisk with Good Cause within 36 months from the start date, Sign-On Bonus shall automatically be forfeited and you will be required to repay the full amount of the Sign-On Bonus payment received, net of tax deducted at source.
5. In such case, and to the extent permitted by law, the Company reserves the right to deduct such amount from any final settlement payable to you and to look towards you for the recovery of any shortfall amounts, if necessary.
6. In the event your employment is terminated by the Company without Good Cause or due to full-time disability or untimely death, no repayment will be required.

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



Surinder Bhagat
Senior Director, HR

I confirm receipt of the above Agreement and accept the terms and conditions contained herein.

PRINT NAME:

SIGNATURE:

Additional place of business:

Sy.No 15/3 and 16/3, Salarpuria Hallmark

1st, 2nd & 3rd Floor, Marathalli-Sarjapur Outer Ring Road

Kadubeesanahalli, Varthur Hobli

Bengaluru - 560 103 India

Phone : +91-80-4242 2005



Signature Not Verified

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CIN: SOKKALINGAM ARUNACHAL DHANARAJ
SERIALNUMBER: 09C71C7430C01702007006a45d76c824f
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Branch office :

#204, 2nd Floor

Corporate Tower

Nehru Place

New Delhi - 110 019, India

Phone No : +011- 6654 2000



L&T Technology Services

Ref:LTTS/HR/ET/2019/226

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.

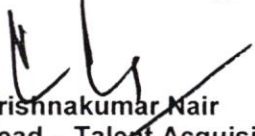
All communications / notices should be addressed to:

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

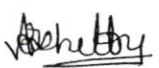

Krishnakumar Nair
Head – Talent Acquisition

Acceptance by applicant below

I have read this Offer of Intent and accept the same

Name: ANUPA RATHNAKARA SHETTY.

College: SRI JAYACHAMARAJENDRA COLLEGE OF ENGINEERING, MYSOR

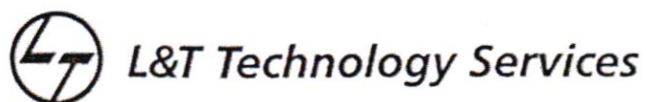
Signature: 

Date: 20/08/18.



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43c67a40809d841420957aa/Sri Jayachamarajendra College of Engineering, Mysuru
Phone=+91-9448744148/9448744148, Email=arunachalam.dhanaraj@jss.ac.in, PostalCode=570006,
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Date: 20/08/18.

ANNEXURE

Name	:	Designation	: Associate Engineer(Trainee)
Grade	:	LTTTS-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

PHILIPS

13 December 2018

Mr. Anupa Rathnakara Shetty

Anupa Rathnakara Shetty.

HIC15IS005.

Information Science & Engineering.

Dear Anupa Rathnakara Shetty,

Subject: Engagement as an Intern in Philips India Ltd

We have the pleasure to offer you a training assignment with Philips India Limited as per the following terms of reference:

Terms and Conditions:

1. Your project duration will be from 03 January 2019 to 28 June 2019.
2. During this period, you will be paid a consolidated stipend of Rs. .
3. Your initial reporting location at Philips is at our Philips India Ltd, Bangalore office. However, you may be liable to be posted at any of the establishments of the Company in India.
4. You will be governed by the rules and regulations of Philips as applicable, enforced, amended or altered from time to time during the course of your project.
5. In the course of your project with us, you may acquire information, technical or otherwise, including any computer software, which is confidential or proprietary to the Company or to its subsidiaries or affiliates, its customers, subcontractors or any other individuals or companies having association or relationship with the Company, and/or its affiliates or subsidiaries. You will not, use or disclose during and after completion of your project, any of such information except for the purpose of your project and with prior written consent of Philips. Anything possessed by you, which discloses or embodies such information etc will be delivered to Philips forthwith on demand at the end of your project.
6. All intellectual property rights in any work or material developed by you during the course of your project shall belong to and be the property of company and you confirm that you shall not be entitled to claim any rights over such intellectual property.
7. Any business related expenses incurred as part of your project, approved in advance by your project manager, will be duly reimbursed to you on actual.
8. Philips shall not be liable to pay any amount over and above as mentioned in clause 2 and 7 above. You will have to bear all other expenses concerning your assignment with Philips including but not limited to 1) any local conveyance expenses, 2) your accommodation expenses, 3) your daily travel from residence location to Philips Office(s) etc.

Philips India Limited (formerly "Philips Electronics India Limited")
Philips Innovation Campus
Manyata Tech Park, Nagavara
Bangalore - 560045, INDIA
CIN No. U31902WB1930PLC006663
Tel: +91 80 418900000
Fax: +91 80 41891000

Registered Office:
3rd floor, Tower A, DLF IT Park, 08
Major Arterial Road, New Town (Rajarhat),
Kolkata - 700156
www.philips.com
www.bangalore.philips.com

Signature Not Verified

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43c67408090f4120957ae1547phatka, PostalCode=570005,
Phone=+91900887144180, Email=arunachal@ahsa1
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TECHNOLOGY UNIVERSITY, CN

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9. You are welcome to use facilities available at Philips office location as per company policy and guidelines applicable.
10. Any absence from the office should be with prior approval of your project guide.
11. Completion of the Internship does not in any way bind the Company to offer you an employment at the end of the Internship period. However based on your performance during the internship period you will be considered for employment as per company policy.
12. You are requested to produce all your credentials and educational qualifications certificates for verification and the same will be returned to you after verification. Your candidature is subject to the fulfillment of all the terms and conditions as per the Internship.
13. In the event of gross misconduct, breach of confidentiality/ non-disclosure, refusal to carry out reasonable instructions, dissatisfactory performance of duties and the like, your assignment with Philips will be subject to immediate termination and Philips shall not be liable to pay any stipend or compensation. Philips further reserves the right to other legal recourse as it deems fit to protect its legitimate interests.
14. Kindly return a copy of this letter duly signed by you in acceptance of terms and conditions set out therein.

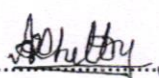
Sincerely,

For Philips India Ltd.

Sunit Wankhede
Digitally signed by
Sunit Wankhede
Date: 2018.12.14
09:12:32 +08'00'

Sunit Wankhede
Philips People Services Manager
Philips India.

I have carefully read and fully understood the above letter and the terms and conditions. I hereby accept these terms and conditions.

SIGNATURE.....

DATE.....21/12/18.

Philips India Limited (formerly "Philips Electronics India Limited")
Philips Innovation Campus
Manyata Tech Park, Nagavara
Bangalore - 560045, INDIA
CIN No. U31902WB1930PLC006663
Tel: +91 80 41890000
Fax: +91 80 41891000

Registered Office:
3rd floor, Tower A, DLF IT Park, 08
Major Arterial Road, New Town (Rajarhat),
Kolkata - 700156
www.philips.com
www.bangalore.philips.com



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Phone=+918041891644, email=phs@phs.com, o=JSS SCIENCE AND
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Personal & Confidential

20190627/PIC/1009

27 Jun 2019

Mr. Anupa Rathnakara Shetty
1-85/1, Nadubettu, Madamakki Post and Village,
Kundapura (TQ), Udupi (D)
Mangalore
Karnataka 576212

Dear Anupa Rathnakara Shetty,

We are pleased to appoint you on the following terms and conditions:

1. Designation : Software Engineer I
Level : CG 40
2. Compensation
Perquisites & Allowances : As Detailed in Annexures below.
3. Your initial posting will be at : Philips India Ltd., Bangalore - Innovation Campus Bangalore India. You are requested to note that Philips India Ltd, reserves the right to transfer your services to any company which may be a subsidiary, group Company or associated Company of Philips India Ltd or a joint venture with another business entity in which Philips India could be a shareholder or partner. This transfer may involve many actions including but not limited to transfer of payroll, change in service conditions, employee benefits, salary structure, incentive plan, perquisites, etc. without prejudice to you and after keeping you informed in writing. You are request to note that once such a transfer is done, the terms and conditions of the new entity to which your services have been transferred will apply to you, from the date of the transfer. You would not be permitted to claim any benefit (financial or otherwise) of Philips India Ltd once such transfer is effective.
4. Your appointment will be effective from the date of joining which shall be as soon as possible but not later than **04 Jul 2019** failing which this appointment will stand automatically withdrawn.
5. Your employment shall be subject to a self-declaration of good health that shall be provided to you as an annexure document to the new joiner welcome booklet.
6. Your services shall be terminable by either Party giving the other ninety (90) days' notice. The company may, however, reduce this notice period at its discretion by accepting / paying basic salary in lieu thereof. Your resignation will not be deemed to have been accepted until it is accepted / confirmed in writing by your reporting manager and / or by an authorized signatory from HR Department of the Company.
7. You will be entitled to leaves (Privilege Leave and / or Sick Leave) in accordance with the prevailing leave & absence policy of the Company which are in-force at the time.
8. The age for retirement from the Company's service is 60 years.
9. Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

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Philips Innovation Campus
Manyata Tech Park, Nagavara
Bangalore - 560045, INDIA
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Tel: +91 80 41890000
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www.bangalore.philips.com

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10. You shall, during your service with us, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business or service.
11. Information pertaining to the Company's operations shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc., shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you.
12. You shall inform the company of any change in your personal data within 3 working days. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by registered post to you at your address in India, as recorded with the Company.
13. You will abide by the Rules & Regulations of the company, which are in force from time to time and the General Business Principles of the company. On joining, kindly go through the General Business Principles in detail, available on our intranet site at www.ethics.philips.com. The Company shall have the right to vary or modify any or all of the above terms and condition of service which shall be binding on you.
14. Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof.
15. For clarifications or any other information kindly feel free to contact the undersigned or RAVI RAMASWAMY (Sr. Director-Philips Healthcare).

We take pleasure in welcoming you to our Organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Yours faithfully,
for PHILIPS INDIA LTD.

**Armaan
Seth**

Digitally signed by
Armaan Seth
Date: 2019.06.27
10:59:16 +08'00'

Armaan Seth
Head of HR – India Subcontinent
Philips India Limited

I agree to accept employment on the above terms and conditions. I will report for duty on or before _____

Signed:.....
Anupa Rathnakara Shetty

Philips India Limited (formerly "Philips Electronics India Limited")
Philips Innovation Campus
Manyata Tech Park, Nagavara
Bangalore - 560045, INDIA
CIN No. U31902WB1930PLC006663
Tel: +91 80 41890000
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Registered Office:
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Phone=+919846876444, email=arun@jss.ac.in, o=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, c=IN
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Mr. Anupa Rathnakara Shetty

27 Jun 2019

Dear Anupa Rathnakara Shetty,

This has reference to your Appointment Letter No. 20190627/PIC/1009 dated 27 Jun 2019, please bring the following on the day of your joining us:

- A. Photocopies in A4 size, of the following Documents:
 - 1. Birth Certificate
 - 2. Marks Cards from Std. X onwards (Graduation, Post-Graduation, PhD)
 - 3. Experience / Commendation letters from your previous Organizations
 - 4. Relieving letter from your immediate previous Employer.
 - 5. Salary Certificate from your immediate previous Employer.
 - 6. All pages of your passport. (In case you do not have one, please apply for the same immediately)
- B. Form 16 (duly filled up), from your immediate previous Employer
- C. Employee Provident Fund and Employee Pension Scheme account number from your immediate previous employer.
- D. Superannuation account if any, with your immediate previous employer (CG60 and above)
- E. Originals of all the above Documents for verification
- F. Original Offer Letter
- G. 3 passport size, colour photographs
- H. Nominees Passport No/Driving License No/Voter's ID No/ PAN Card No

We eagerly look forward to your joining us!

Yours faithfully,

Armaan Seth
Digitally signed
by Armaan Seth
Date: 2019.06.27
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Armaan Seth
Head of HR – India Subcontinent
Philips India Limited

Philips India Limited (formerly "Philips Electronics India Limited")
Philips Innovation Campus
Manyata Tech Park, Nagavara
Bangalore – 560045, INDIA
CIN No. U31902WB1930PLC006663
Tel: +91 80 41890000
Fax: +91 80 41891000
Registered Office:
3rd floor, Tower A, DLF IT Park, 08
Major Arterial Road, New Town (Rajarhat),
Kolkata - 700156
www.philips.com
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Benefits Structure:

The following list of benefits are made available to you in addition to the compensation package.

Benefit	Description
Company Credit Card	Amex Domestic Card for all employees Company pays the Annual Subscription. Card to be used for official expenses. Liability to settle the card bill is with the Employees.
Insurance Benefit	Additional benefits extended by the Company are Group Mediciam Insurance, Personal Accident and Term life cover as per the Company's policy guidelines prevailing at the current date.
Flexible Benefit	In addition to the Annual Group Insurances, the employee shall be eligible to enhance the value of medical/accident/term/OPD covers for self and family as part the MyBenefits @Philips Program. The employee may opt for the appropriate policy before the beginning of the financial year and the premium amount shall form part of flexible benefit compensation of your salary.
Overseas Insurance	Covers all employees travelling overseas.

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Compensation Structure

The components of the compensation structure are explained hereunder;

Compensation Component	Description
Basic Salary	Basic salary which is used for calculating retirals, HRA entitlement and the like.
House Rent Allowance (HRA)	50% of Basic salary. The same limit holds good for those entitled to the company leased accommodation
Flexible Benefits Package (FBP)	As indicated for your level. Monthly Reimbursement from FBP can be claimed under the following headers: (a) Leave Travel Assistance, subject to a Maximum of two months Basic salary. (b) Sodexo Meal card (optional) - Employees who decide to avail this benefit will receive a Meal card for which the amount selected will be deducted as part of FBP Component. This card can be used for buying meals at the company cafeteria. Employees joining in the middle of the month can either opt from the joining date or from the subsequent month since there is no pro-rata deduction for this amount. (c) Phone rentals for self-owned phones up to Rs.2,500 p.m. (d) Company-leased car.EMI for employees in grade CG40 and above. (e) Petrol reimbursement, vehicle maintenance and Driver salary for company-leased cars for CG40 and above.
Retirals:	
a)Provident Fund	12% of Basic salary
b)Gratuity	4.81% of Basic salary

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www.philips.com
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Name: Anupa Rathnakara Shetty
Grade: CG 40
Designation: Software Engineer I

27 Jun 2019

With effect from 04 Jul 2019, you will be entitled to the following perquisites and allowances:

Particulars	Offer	
	Monthly (Rs.)	Annualised (Rs.)
Basic (A)	21500.00	258000.00
House Rental Allowance (B)	10750.00	129000.00
Flexi Benefit Plan (C)	21031.63	252379.61
Total Guaranteed Cash (D=A+B+C)	53281.63	639379.61
Retirals (E)**	3614.13	43369.60
Base Salary (F=E+D)		682749.21
Annual Target Variable Pay (G)***		67250.80
Total Earning Opportunity (I=F+G)		750000.01

**Retirals: This includes Company contribution towards Provident Fund (12%) and Gratuity (4.81%). Eligibility of the gratuity payout would be as per the Payment of Gratuity Act, 1972

***Annual Target Variable Pay : Please refer to Annexure A

Employee Benefits: The details of the benefits applicable to your grade are available on the Company's Intranet site.

Armaan
Seth

Digitally signed by
Armaan Seth
Date: 2019.06.27
10:59:42 +08'00'

Armaan Seth
Head of HR – India Subcontinent
Philips India Limited

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ANNEXURE A

Philips People Services

Mr. Anupa Rathnakara Shetty
Address : 1-85/1, Nadubettu, Madamakki Post and Village,
Kundapura (TQ), Udupi (D)
Mangalore
Karnataka 576212
Mobile: 9632882448
Email: anuprshetty@gmail.com

20190627/PIC/1009
27 Jun 2019

Strictly Confidential

Dear Mr. Anupa Rathnakara Shetty,

Re : Annual Target Variable Pay

1. You will be eligible to receive an annual target amount of Rs. 67250.80 per annum towards variable pay, linked to performance at 100% achievement of targets. Please note the actual payout will be prorated for time spent in the year as well as actual achievement of performance targets. **The payout eligibility, calculations and mechanism would be as per the prevailing plan design for the year**
2. For qualifying, it is imperative that you remain on the rolls of the Company till 31st December of that year and there is no system of pro-rata payment in the subsequent years.
3. At any point of time an employee would be covered under one variable pay plan
4. The variable pay element might be subject to revision and/or can be amended from time to time.

Thanking You

Yours truly,
for PHILIPS INDIA LTD.

Armaan Seth

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by Armaan Seth
Date: 2019.06.27
10:59:55 +08'00'

Armaan Seth
Head of HR – India Subcontinent
Philips India Limited

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Manyata Tech Park, Nagavara
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Major Arterial Road, New Town (Rajarhat),
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www.philips.com
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27 Jun 2019

Mr. Anupa Rathnakara Shetty
1-85/1, Nadubettu, Madamakki Post and Village,
Kundapura (TQ), Udupi (D)
Mangalore
Karnataka 576212

Dear Anupa Rathnakara Shetty,

This is with reference to our offer letter 20190627/PIC/1009 dated 27 Jun 2019 and subsequent discussions, we are pleased to inform that, you will be eligible for one time Joining Bonus of Rs.100000.00/- subject to joining us, on or before **04 Jul 2019**

In the event of your resignation from the services of our organization within 24 months of your joining, you will be required to repay this amount in full.

We look forward to having you on board at the earliest.

Yours faithfully,
for PHILIPS INDIA LTD.

Armaan
Seth

Digitally signed by
Armaan Seth
Date: 2019.06.27
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Armaan Seth
Head of HR – India Subcontinent
Philips India Limited

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Bangalore – 560045, INDIA
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27 Jun 2019

Mr. Anupa Rathnakara Shetty

Dear Anupa Rathnakara Shetty,

This has reference to your Appointment Letter No. 20190627/PIC/1009 dated 27 Jun 2019, you will be eligible for following One-Time Relocation Benefit

1. Relocation Travel for self, spouse and children -
 - a. If the journey is less than 6 hours is Train Fare (I or II class A/C).
 - b. If more than 6 hours journey is Airfare Economy.
2. Accommodation for 28 days at our company Guest House. (Eligible Hotel Category & daily allowance subject to actuals for 28 days, to a max. of Rs.200/- per day if Guest House not available).
3. Re-imbursement of relocation allowance -
 - a. If less than 1500 Kms = Rs. 25,000/-.
 - b. If more than 1500 Kms = Rs. 35,000/- payable on actuals.

The amount would include Transportation of household effects/packing & insurance +1 Months House Rent as brokerage.

Relocation expenses would be reimbursed to you on submittal of bills / receipts.

Armaan Seth

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by Armaan Seth
Date: 2019.06.27
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Armaan Seth
Head of HR – India Subcontinent
Philips India Limited

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Manyata Tech Park, Nagavara
Bangalore – 560045, INDIA
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b465469e389d465809,OU=REGISTRAR,O=JSS SCIENCE AND
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UNDERTAKING

In consideration of my acceptance of employment with Philips India Limited or any of its subsidiaries, (hereinafter referred to as "Company") during the period of employment and in consideration of salary paid to me, I agree:

1. That during the course of my employment, I understand that I shall have access to and be in possession of assorted confidential and proprietary information in relation to Company's products and processes. This information may relate to various aspects, including but not limited to, business strategies, marketing and sales information; organizational information; financial information including accounting records; banking information; dealings with regulatory agencies; IT infrastructure, network architecture; customer pricing, customer's information including but not limited to banking records, passwords, health information; tax status and strategies; records of employee's performance metrics and compensation information; vendor information; intellectual property including but not limited to inventions, patents, copyrights, knowhow, trade secrets and publications; and any other information that may be specifically classified by Company as **"Confidential"** or the confidential nature of which may be deemed to be known to me {collectively referred to as **"Confidential Information"**}.
2. That Confidential Information is extremely critical to Company for its business and I undertake that I shall, at all times during the term of my employment with Company and thereafter, hold in strictest confidence, and not use or divulge to any person, any Confidential Information or part thereof, belonging to or relating to Company or any of its clients, that I may have access to. In addition to the aforesaid, I hereby undertake that I will not either willfully or through any other act, omission or negligence, share, distribute or disclose any Confidential Information to any person other than those permitted by Company either through the written or the spoken word, which may affect Company's interests. I understand specifically that publication of Company information by me, either through the written or the spoken word, including but not limited to submission of articles and other information to scientific or other journals or conference proceedings, presentations in public forum, postings on blogs or other uploads to public internet websites, which may affect Company's interests, require the prior written approval of Company.
3. Notwithstanding the aforesaid, I agree and undertake that I shall, on becoming aware of any breach of Confidential Information or part thereof, as contemplated hereunder, immediately inform Company of the breach.
4. I agree that in consideration for the benefits accruing to me by virtue of my employment with Company, all intellectual property, including but not limited to patents, copyrights, trade secrets, trademarks, designs, computer software or business models, {collectively referred to as **Intellectual Property**}, developed or created by me during the term of my employment with Company shall be the sole and exclusive Intellectual Property of Company as "work for hire". Without prejudice to the above, it is agreed that this Agreement shall operate as a perpetual, worldwide written assignment in favour of Company of any right, title or interest that I may have in respect of such Intellectual Property. During the term of my employment, or within a period 6 (six) months from the date of termination of my employment, I undertake to inform Company of all my activities during the term of my employment with the Company that might give rise, in India or elsewhere, to industrial or Intellectual Property rights.
5. I agree not to disclose or utilize in my work any proprietary information of others (including that of any prior employers) or any inventions or innovations of my own which are not included within the scope of this undertaking.
6. I agree that at the time of termination of my employment, I will return to Company, and will not keep in my possession, recreate or deliver to anyone else, any and all Confidential Information

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www.philips.com
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Phone: +91 820 6874141, Email: arundeen@jss.ac.in
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belonging to Company and/or its clients and all copies thereof in my possession or under my control.

7. I understand and agree that I am fully aware of Due Diligence Process which is a mandatory process for screening all external / third party agencies which Company is required to monitor before continuing / starting the business with them. I undertake to do all the steps required, if applicable, to my division, including but not limited to filling of Standard Data Request Form (SDRF), Request for Questionnaire (RFQ) along with all other steps required to be completed for Internal and External Screening for Distributors / Agents / Suppliers / Consultants or any other third party dealing either directly or indirectly with any semi Government or Government body and agree to adhere to all the actions to be followed by me as per the Due Diligence Process.
8. I understand and agree that I am fully dedicated to proper fulfillment of my job and will avoid any real or potential **conflict of my personal or business activities and financial interests** with that of Company. I shall not involve myself in any commercial engagement outside Company and any financial interest (direct or indirect such as via a family member or acquaintance) which could give rise to a conflict of interest and shall promptly disclose the same in writing to next level of management and the respective GBP Compliance Officer. I also agree not to use Confidential Information other than in the course of performing the services as an employee of Company or to derive any personal gain from Confidential Information
9. In the event of any failure on my part in complying with the terms hereunder, I agree and undertake that I shall at all times, hereafter keep Company fully indemnified against any losses, damages or claims of any nature whatsoever arising directly or indirectly from a breach of the terms of this undertaking by me.
10. I have read and understood the Code of Conduct, General Business Principles and Directives of Company, available on Philips intranet site at <http://pww.ethics.philips.com/> and briefly tabulated herein below. I agree to adhere and abide by them and I understand that any failure to do so may result in termination of my contract.

GBP Principles	GBP Directives
General commitment.	Labor standard and Human Rights.
Commitment towards shareholders.	Export control and sanction/ Health and safety.
Commitment towards customers.	Gifts / Payment to third parties.
Commitment towards employees.	Engagement outside Philips / Employees and employment conditions.
Commitment towards suppliers/business partners.	Bribery and illegal payment/ Dealing with government parties and politician.
Protecting Assets and Information.	Money laundering/ Antitrust.
Business Integrity/ Observance of the General Business Principles.	Protection of Information and use of information and communication assets/ Advertising/ Privacy and data protection.
Financial Code of Ethics / Supply Management Code of Ethics / Whistleblower Policy.	

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www.philips.com
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 TECHNOLOGY UNIVERSITY, C=IN
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**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. Apurwa Agrawal
C/O Fmcg Stores
Harmu Bazar Chowk,
Ranchi - 834002

Subject: Offer of Employment

Dear Apurwa Agrawal:

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, Hyderabad - 500032, Telangana, India
GST Reg No: 29AABCD0476H1ZO
CIN: U72900DL2005PLC000005



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Phone: 6201087844, 6201087844
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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	^{1b} Fuel Expenses
	Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.	Petrol / Insurance / Repairs & Maintenance
	Rs.3,000/- per month	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.

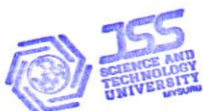
⁴ Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted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

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 licenser 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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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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I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Consulting India Private Limited

Talent
Authorized Signatory

Effective as of **August 12, 2019**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Signature

Name

Signature Not Verified

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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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Phone=+6626c6a97e4c1a62b897f1dd89f89c15c36e9252e3ca1
b46549c38d65809, OU=REGISTRAR, O=JSS SCIENCE AND
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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SERIALNUMBER=09c71c7430050407d30b07df6ea45d76c824ff
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Phone=+662dc6a97e4c1a62b97f1dd89ff89c15c36e9252e3ca1
d465469e388d6509, OU=REGISTRAR, O=SJS SCHOOL OF
TECHNOLOGY UNIVERSITY, CN=

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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SERIALNUMBER=06c71c7430c01102007d06ea45d76c824ff
43c07a408090d41420957ae, S=K, o=JSS Science and Technology University, PostalCode=570006,
Phone=+918262054974+918262054974, OU=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN

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EXHIBIT C

Proceedings

[none, unless otherwise specified]

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

Signature

Name

Date



Signature Not Verified

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Phone=6201058754, jabot@gmail.com, o=JSS Science and
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TECHNOLOGY UNIVERSITY, C=IN
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EXHIBIT D

Exceptions to Post-Employment Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, 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.

Name of Client

Specified Kind of Services(s) Permitted

Deloitte Consulting India Private Limited
Talent

I have read and understood the above policy terms.

Signature

Name

Date

An *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.



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43c67a40809d41420957ae51c7a1a4c1a825a1, O=JSS Science and Technology University, PostalCode=570006,
Phone=+918206874414825a1, DN=09c71c743020410230d7d06a45d76d824#43c67a40809d41420957ae51c7a1a4c1a825a1,
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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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TECHNOLOGY UNIVERSITY, C=IN

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://deloittenet.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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TECHNOLOGY UNIVERSITY, C=IN

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Dear **Apurwa Agrawal**,

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Business Technology Analyst** pursuant to the terms and conditions of your offer letter dated **August 12, 2019**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company. As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company. As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.

We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

Human Resources Department



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Mercedes-Benz

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

OFFER/HR/380310/2019

June 25, 2019

Avani A R
"Vishakha", 7/3/31F,
Bailakere, Vadiraja 2nd cross road,
Udupi, Karnataka-576101.

Dear Avani A R,

This has reference to your application and subsequent interview/ various discussions you had with us.

We are pleased to inform you that you have been selected by Mercedes-Benz Research and Development India Private Limited (MBRDI) for the position of Graduate Engineer Trainee in the Company's Grade T10, in the department of ITI/GS. Your work place will be **India>Karnataka>Bangalore>Mercedes-Benz Research & Development India, Embassy Crest**

REMUNERATION

Your Total Cost to Company will be Rs. 620,015.00 per annum. The details of salary are as shown in Annexure I.



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Mercedes-Benz

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

ANNEXURE I

DETAILS OF REMUNERATION

Avani A R
ITI/GS

SL. No	Particulars	Monthly Salary (In Rupees)	Annual Salary (In Rupees)
A	MONTHLY SALARY COMPONENTS		
	Basic	18,334.00	220,008.00
	House Rent Allowance	7,334.00	88,008.00
	Basket of Allowances:		
	Monthly Allowance	12,717.00	152,604.00
	Leave Travel Allowance	6,250.00	75,000.00
	Telephone Allowance	1,200.00	14,400.00
	Monthly Salary	45,835.00	550,020.00
B	OPTIONAL MONTHLY COMPONENTS		
	Superannuation Allowance*	2,751.00	33,012.00
C	RETIRAL COMPONENTS		
	Company's Contribution towards Provident Fund @ 12% of basic salary		26,401.00
	Cost To Company		620,015.00

* Superannuation scheme is optional to employee and will have onetime option to be part of the scheme at the time of joining.

Ralf Ruh
Vice President

Reema Suryanarayanan
Deputy General Manager – Human Resources



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TECHNOLOGY UNIVERSITY, CN=

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BOSCH

15.

*** Personal and Confidential ***

Ms.Bhumika K,
#143 Mig-1,G-3,
K.H.B. Colony,
Hootagalli ,Mysuru-570018
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/2019/693**

Date: 22.03.2019

Dear Bhumika K,

This has reference to your application and the subsequent interview/s you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at RBEI at '**Level 50**' as detailed below.

1. Training Period

You will be on training for a period of 2 months from the date of you joining the organization. The company may periodically evaluate your performance during the training period. If you fail to qualify as per the minimum prescribed performance standards, the company reserves the right to decide on the continuance of your employment.

2. Compensation

- Your annual CTC (Cost to Company) will be **Rs.5,00,000/-** (Rupees Five Lakhs only) per annum. Your CTC will comprise of Basic Salary, Buffet of Benefits (BoB), Variable Pay (CPrP) and Retirals benefits. The salary will be governed by the prevailing employment policies of the company as in force from time to time.
- The Variable Pay (CPrP - Company Performance related Pay) planned for the year 2019 (payable in April-2020)- at factor EAV 1.0 of company performance is 10% of the Annual Earned Salary (Basic Salary + Buffet of Benefits) for associates at your level. However, the actual amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus.
- Please refer to **Annexure I** to know more details about your compensation package.

Your remuneration is strictly confidential between you and the Company. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

3. Retiral Benefits

3.1 Company's contribution towards Provident Fund at 12% of the basic salary per month

3.2 You will be eligible for Gratuity as per the Gratuity Act 1972 and the rules made there under.

3.3 You will also be eligible to subscribe under National Pension System (Optional) as per the policy.



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Phone=+6c62dc6a97e4a1a2e6771dd89f89c15c36e925e23ca1;
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Armath. K

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 **Signature Not Verified** you may be required to sign a bond to that effect.



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17. Acceptance and Commencement

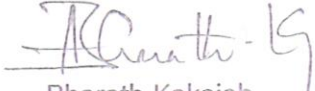
Your appointment will be confirmed upon receiving your acceptance to this offer letter. Your functional area, location and date of joining will be informed later.

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 _____

Name_____
Signature_____
Date**Signature Not Verified**

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*** Personal and Confidential ***

Robert Bosch Engineering
and Business Solutions
Private Limited,
123 Industrial Layout,
Hosur Road, Koramangala,
Bangalore - 560 095, India.
Tel: +91 080 6657 5757
Fax: +91 080 6657 1404
CIN: U72400KA1997PTC023164
www.bosch-india-software.com

Date: 22.03.2019

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.

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.

- 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.

3.3 You will also be eligible to subscribe under National Pension System (Optional) as per the policy.

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TECHNOLOGY UNIVERSITY, C=IN





Bhumiika Mallikarjun
4JC1588011
Information Science

Date: 16.08.18

Name: MALLIKARTJUN BHUMIKA

Date : 16.08.18

Offer Of Intent

Dear Bhumika,

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 to 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.

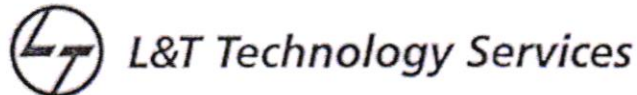


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TECHNOLOGY UNIVERSITY, C=IN

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

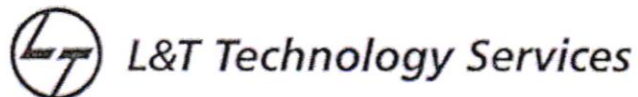
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Date: 16.08.18

Date : 16.08.18

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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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January 28, 2019

Dear **Deepali Shet U,**

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 **Rahul Mittal**, 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

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CIN:50KALINGAM ARUNACHAL DHANARAJ
SERIALNUMBER:09C71C74302041023007d06a45d76c000
43c67a40809d04120957ae JSST Mysuru, PostalCode:570006
Phone:+918042422005 Email:info@jss.ac.in
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Branch office :

#204, 2nd Floor
EROS Corporate Tower
Nehru Place
New Delhi - 110 019, India
Phone No : +011- 6654 2000

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

3. Compensation

- 3.1 Your starting Base salary is **INR 1250000** /- per year. Salary components included in base salary will be paid on a monthly basis, less all applicable tax withholdings and statutory and other deductions.
- 3.2 The Company normally reviews salaries every year during our annual compensation review process. When reviewing salaries and other compensation elements, the Company will take into account whatever factors it considers appropriate, including but not limited to business conditions and your individual performance. Any changes to compensation are at the sole discretion of the Company.
- 3.3 You will be eligible to participate in the Western Digital Short Term Incentive plan (“STI”) in accordance with all terms and conditions of the STI plan. Your initial target STI under the STI plan will be **10 %** of your eligible earnings. Payment of the STI is subject to the Company’s corporate performance against financial and operational objectives and your individual performance for the performance period, and therefore you’re actual STI award may differ from the target STI amount and may change from one performance period to the next. The fact that a STI is paid in one performance period is no guarantee that a STI will be paid in subsequent performance periods. In the future, your target STI will be confirmed during the annual compensation review process. The STI plan may be changed from time to time or discontinued at the discretion of the Company.

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

- 3.4 Under Base salary section 3.1, you will receive the allowances specified in Appendix A to this Agreement. With the exception of the leave travel allowance, the allowances will be paid to you on a monthly basis. Although the Company will not require documentation of expenses for these allowances, it will be your responsibility to maintain appropriate records for tax purposes. Should you wish to avail tax benefits from any of the above payments, you will be required to provide the Company with proof of your expenditures.
- 3.5 The tax liability, if any, including income tax and professional tax, arising on your compensation will be your personal liability and will be governed by the tax laws of India or otherwise in the country wherein your services are provided.
- 3.6 You agree that any annual bonus linked with production/productivity or other compensation paid to you by the Company shall be in lieu of any bonus required to be paid to you under the statutory laws of India.
- 3.7 The Company has the right to deduct from your salary any sums that you may owe to the Company, including, without limitation, any overpayments, loans or advances made to you by the



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Company to the extent permitted by law.

4. Working Hours/Business Travel

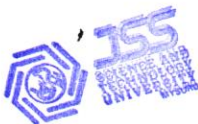
- 4.1 The standard hours of work for the Company are 40 hours per week, Monday through Friday, with your daily schedule of work hours to be flexible within that time in order to meet the needs of the Company as they arise.
- 4.2 In addition, your duties may require you to engage in travel on behalf of the Company, and to work reasonable hours over and above the hours referenced in section 4.1 as needed due to business requirements. You expressly agree to accept such reasonable travel and hours of work without additional compensation.

5. Benefits

- 5.1 The Company will provide you with the social benefits mandated by applicable law (the “Mandated Social Benefits”).
- 5.2 You will be eligible to participate in the Company’s benefit plans as established from time to time, at such times as you qualify for them or as they are offered to you. Participation in any benefit plan is subject to the rules of the respective plan. The Company reserves the right to change benefits providers or amend or discontinue any benefit plan in its sole discretion and without compensation to you for any such change, amendment or discontinuance. You may obtain full information about the Company’s benefit plans from Human Resources.
- 5.3 The Company will make an employer contribution of 12% of your current Basic Salary at the time of contribution to the Regional Provident Fund. This contribution will be calculated on your basic salary only and will exclude all other types of compensation.

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

- 6.1 In each calendar year, you shall be entitled to fifteen (15) working days of privilege leave. Privilege leave is in addition to the public holidays detailed in section 6.6 and may be taken by you at your discretion, so long as it does not interfere with business need and is approved in advance by your manager.
- 6.2 Privilege leave shall be taken between 1st January and 31st December in the year after the privilege leave has been earned. You will earn a pro-rata privilege leave entitlement from your hire date until December 31 of the year in which you were hired. Unless otherwise permitted by the Company at its discretion or as otherwise permitted in accordance with applicable laws, you may carry forward your leave balance in each year to the next year, subject to a maximum of 40 working days.
- 6.3 You shall be entitled to twelve (12) days of sick leave per calendar year. You may be required to provide a medical certificate stating its probable duration before expiration of the third (3rd) calendar day after the beginning of your sickness. If your sickness exceeds the stated period, you may be required to provide a further medical certificate on a weekly basis thereafter. The Company reserves the right to request you to obtain such a certificate from a registered medical practitioner of its choice.



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- 6.4 You shall be entitled to six (6) working days of casual leave per calendar year. Casual leave may be taken at your discretion, so long as it does not interfere with business need and is approved in advance by your manager.
- 6.5 You must notify the Company immediately in writing of any incapacitation from work and its probable duration. Upon request by the Company, reasons for the incapacitation must be given to the Company by you.
- 6.6 You will enjoy statutory public holidays as recognized by the Company in conformance with the laws of the State of Karnataka.

7. Professional Expenses

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

8. Non-Solicitation

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

9. Duration of Employment and Termination

- 9.1 You or the Company may terminate your employment as follows:

- (a) **Voluntary Termination:** You may terminate your employment at any time by giving the Company thirty (30) days' written notice (the "Resignation Notice Period"); however, it is understood and agreed that the Company shall be entitled to waive all or part of that notice and accept your resignation at any earlier effective date, in which event your employment will terminate on your last day of actual and active employment. In the event that the Company waives the Resignation Notice Period, you will be entitled to the lesser of (i) the amounts otherwise payable to you during the Resignation Notice Period or (ii) the minimum entitlements, if any, to termination pay, severance pay and benefits continuation as required by the applicable law.
- (b) **Termination for Cause:** The Company may terminate your employment for Cause, at any time and without notice or pay in lieu of notice. "Cause" for this purpose includes where the Company has reasonable grounds to believe you are guilty of gross misconduct, gross negligence or are in material breach of one of the terms of your employment; cases of "serious misconduct" or gross neglect of duty, dishonesty or unprofessional conduct, disclosure of confidential information, breach of confidence, breach of intellectual property rights; where you act in a way which in the reasonable opinion of the Company, reflects poorly on yourself and/or the Company, whether or not such act is directly related to the affairs of the Company; or any other act or omission that would legally permit the Company to, without notice or payment in lieu of notice, terminate the employment of an employee. The failure of the Company to rely on this provision does not constitute a waiver of the provision.

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



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

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

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

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

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

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

- 9.2 Your period of employment for the purpose of determining your entitlements under this agreement shall terminate on your last date of actual and active employment.
- 9.3 In the event of any inconsistency between Sections 9.1 and 9.2 of this Agreement and the language of any applicable STI, or other incentive plan or program, the provisions of applicable plan shall prevail.
- 9.4 In the event of termination of your employment, you shall return all Company property in your possession including all documents, papers, notes and other media of any description in your possession or under your control which relates in any way to the affairs of the Company or to property in which the Company may have an interest.
- 9.5 Following termination of your employment for any reason, you shall not hold yourself out, or represent, to any third party that you still have an employment relationship or any other relationship with the Company.



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

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

10. Deductions

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

11. Data Protection

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

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

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

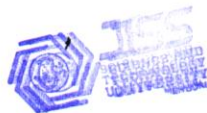
11.3 In accordance with the Global Worker Data Policy, the Company will ensure that such information will be fairly and lawfully processed for limited purposes, that it is adequate, relevant, accurate and not excessive. The Company will ensure your data is not kept longer than is necessary, is processed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

12. Miscellaneous

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

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

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



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Page 6 of 8

- 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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Phone=+68622c6a97d4c1a62f9b711d889189c15c36e9252e3c1a
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TECHNOLOGY UNIVERSITY, C=IN

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Page 7 of 8

- 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.

- 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.

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

Nurinder

Surinder Bhagat
Senior Director- Human Resources

I hereby accept this offer of employment and confirm my employment start date will be

SIGNATURE: *[Signature]*



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TECHNOLOGY UNIVERSITY,C=IN

APPENDIX- A

Name	: Deepali Shet U	Grade:	105
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Position : Engineer, Firmware Engineering	Req. ID: JR-0000042486
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[illegible]

Salary Components	Per Month (INR)	Per Annum (INR)	Remarks
TOTAL FIXED COMPENSATION - Comp I	104,167	1,250,000	
Basic	46,875	562,500	45% of Comp I
<i>Housing Rent Allowance (HRA)</i>	<i>18,750</i>	<i>225,000</i>	<i>40% of Basic</i>
<i>Telephone Expense Reimbursement</i>	<i>3,000</i>	<i>36,000</i>	<i>Flexible Benefit Plan*</i>
<i>Leave Travel Allowance(LTA)</i>	<i>3,906</i>	<i>46,875</i>	<i>Flexible Benefit Plan*</i>
<i>Meal Benefit Coupon</i>	<i>2,200</i>	<i>26,400</i>	<i>Flexible Benefit Plan*</i>
<i>Vehicle Maintenance Reimbursement - Two / Four wheeler</i>	<i>-</i>	<i>-</i>	<i>Flexible Benefit Plan **</i>
Special Allowance	29,435	353,225	
TOTAL FIXED COMPENSATION - Comp I	104,167	1,250,000	Total Comp

Benefits			
ER Contribution to Provident Fund	5,625	67,500	12% of Basic
Comp II: (Total Fixed Comp + PF)	109,792	1,317,500	

Variable Compensation		
STI	125,000	10% of Comp I

Total - Comp III	1,442,500
------------------	-----------

Note

* Telephone Expense Reimbursement, LTA, Meal Benefit Coupon.

*Vehicle Maintenance Reimbursement **Two wheeler / Four wheeler) and Special Allowance are all part of (Flexible Benefit Plan) FBP. Employees are guided to choose the values as per the FBP document.*

** Two wheelers - INR 900 per month

Four wheelers - INR 1,800 per month upto 1.6 CC / INR 2,400 per month above 1.6 CC

Based on the FPB Declaration on two / four wheelers, special Allowance component will be calculated



Additional place of business:

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

Branch office :

Signature Not Verified #204, 2nd Floor
SOKKALINGAM ARUMUGAM DHANARAJ EROS Corporate Tower
CN=SOKKALINGAM ARUMUGAM DHANARAJ
SERIALNUMBER=09c71473855513037f05454763824f
4256740809d141209576/S-1-K-matuka, PostalCode=570065
Phone=+0652026a97e4c14626971d0389f89c15c36e925283
Mehru Place

New Delhi – 110 019, India
Phone No : +011- 6654 2000

January 28, 2019

Dear Deepali Shet U

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

Urinder

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

Signature Not Verified #204, 2nd Floor

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New Delhi – 110 019, India
Phone No : +011- 6654 2000

Western Digital®

Name: Deepali Shet U

USN: 4JC15 ISO10

Branch: Information Science

SanDisk India Device Design Centre Pvt. Ltd.

Survey No. 143/1, Amani Bellandur Khane Village

Prestige Excelsior, Prestige Tech Park

Marathalli-Sarjapur Outer Ring Road, Kadubeesanahalli

Varthur Hobli, Bengaluru-560103, India

Phone: +91-80-42422000

Telefax: +91-80-42422900

CIN: U72300KA2005PTC035961

www.sandisk.com

January 28, 2019

Dear Deepali Shet U,

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 **Rahul Mittal**, 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
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Branch office :

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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 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

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

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.

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.

Page 5 of 8

Signature Not Verified

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- ## 10. Deductions

- ## 11. Data Protection

- ## 12. Miscellaneous

- Page 6 of 8

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Phone=662d2c6a97f74c1a62b07fdd89b89c15c36e925e3ca,
D=JSS Science and Technology University, C=IN
0655469e388d5809, OU=REGISTRAR, O=DSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

- 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

- 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.

- 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.

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

Aurinder

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.

PRINT NAME: DEEPAJI SHET U

SIGNATURE: [Signature]

Signature Not Verified

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Survey No. 143/1, Amani Bellandur Khane Village
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Phone: +91-80-42422000
Telefax: +91-80-42422900
CIN: U72300KA2005PTC035961
www.sandisk.com

APPENDIX- A

Name	: Deepali Shet U	Grade:	105
Position	: Engineer, Firmware Engineering	Req. ID:	JR-0000042486
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
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ER Contribution to Provident Fund	5,625	67,500	12% of Basic
Comp II: (Total Fixed Comp + PF)	109,792	1,317,500	
Variable Compensation			
STI		125,000	10% of Comp I
Total - Comp III		1,442,500	
Note			
* Telephone Expense Reimbursement, LTA, Meal Benefit Coupon, Vehicle Maintenance Reimbursement ** (Two wheeler / Four wheeler) and Special Allowance are all part of (Flexible Benefit Plan) FBP. Employees are guided to choose the values as per the FBP document.			
** Two wheelers - INR 900 per month Four wheelers - INR 1,800 per month upto 1.6 CC / INR 2,400 per month above 1.6 CC			
Based on the FBP Declaration on two / four wheelers, special Allowance component will be calculated			



Additional place of business:

Sy.No 15/3 and 16/3, Salarpuria Hallmark
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#204, 2nd Floor
EROS Corporate Tower
Nehru Place
New Delhi - 110 019, India
Phone No : +011- 6654 2000

Signature Not Verified

SOKKALINGAM ARUNIMA DHANARAJ
CIN:U72300KA2005PTC035961
SERIALNUMBER:2967167430050
PHONE:8042422005 FAX:8042422900
D46546a38895809, OJ-REGISTRAR, O-JSS SCIENCE AND TECHNOLOGY UNIVERSITY

02.02.2024 22:35

Dear Deepali Shet U

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

I confirm receipt of the above Agreement and accept the terms and conditions contained herein.

PRINT NAME:

SIGNATURE:

Branch office :
#204, 2nd Floor
EROS Corporate Tower
Nehru Place
New Delhi - 110 019, India
Phone No. : +011-6654 2000

Signature Not Verified

Tel: +91 080 6755 5000/ +91
080 6755 4000
www.deloitte.com

07/05/2019

Ms. Divya S
#83-L, 25/2 Cross, Sankranti Circle
Hebbal Second Stage,
Mysore - 570016

Subject: Offer of Employment

Dear Divya S:

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, Pannu Reddy District, Hyderabad - 500032, Telangana, India
GST Reg No: 29AABCD0476H1Z0 CIN: U72900TG2000P03176

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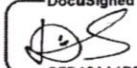


Ms. Divya S

Acceptance

I, **Divya S**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:

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Signature

07/05/2019

Date



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To
Mr. Gattupalli Sri Tejaswi,
Bangalore

Dear Gattupalli Sri Tejaswi,

During the internship, you will be given a stipend of **Rupees 30,000 (Thirty Thousand Rupees Only)** per month. Please note that any payments made by the Company will be paid in accordance with the Company's payroll procedures in India and will be subject to deductions and withholding required by the Indian tax laws and other such regulations.

As a condition of your internship, you are also required to sign and comply with Confidential Information and Invention Assignment Agreement with the Company and its parent company AkriData Inc. in USA. The Confidential Information and Invention Assignment Agreement requires, among other provisions, the assignment of IP rights in any invention made during your internship at the Company, and the provision for non-disclosure or misappropriation of the Company's proprietary information. The Company's Intellectual Property (IP) includes but is not restricted to proprietary IP as well as the IP that is developed by you during the course of internship.

For Akridata India Private Limited

Acceptance of Offer

Gattupalli Sri Tejaswi
Gattupalli Sri Tejaswi
Date: 19/11/2018

Start Date

Regd office: No. 52, 1st Floor, 100 Feet Road, 2nd Block, Koramangala, Bangalore 560034, India

CIN No: U72200KA2018FTC012293 -Thal ID: info.in@akridata.com

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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

Confidentiality

Taxes

Probationary Period

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

Page 3 of 10



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TECHNOLOGY UNIVERSITY, C=IN



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

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 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.

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

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

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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

Sincerely,

Qualcomm India Private Limited

Aarathi Sampath Kumar

Sr Mgr, Talent Acquisition

QUALCOMM India Private Limited

Corporate Identity Number(CIN): U64202DL1996PTC076991

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

TERMS OF OFFER ACCEPTED

SIGNATURE:

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

Page 7 of 10

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TECHNOLOGY UNIVERSITY, OU=REGISTRAR, OU=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY

02.02.2024 22:35





June 27, 2019

Juned S
India

Dear Juned,

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

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

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



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TECHNOLOGY UNIVERSITY

02.02.2024 22:35

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Manisha

#214/2 Kajekadu house Paddadka Road Puttur Taluk Nelyadi, Nelyadi
KA India 574229

Dear Manisha,

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: MANISHA

Signature: *Manisha*

Date: 26-06-2019

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

Methi

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: MANISHA

Signature: Mavis

Date: 26-06-2019

Signature Not Verified

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TECHNOLOGY UNIVERSITY, C=IN

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

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

Uethi



Name: MANISHA

Signature: Mavis

Date: 26-06-2019

Date:
Signature Not Verified

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TECHNOLOGY UNIVERSITY, C=IN

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Hewlett Packard Enterprise

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 authorization as per Company policies, you shall be deemed to have abandoned employment voluntarily.

3.0 Choice of Law

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

Enclosed:

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

Annualized Compensation & Benefits Statement – Annexure I

All figures are INR per annum

(A) Basic Salary Rs320,000

(B) Flexible Benefit Plan Rs426,208

(C) Retirals Rs53,792

Provident Fund @12%

Gratuity @ 4.81%

Total Cost to Company 800,000.00

24 Jun, 2019

Manisha

CONFIDENTIAL

Dear Manisha

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)

FOR Company

Shalini

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: MANISHA

Signature: *Manisha*

Date: 26-06-2019

Signature Not Verified

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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.

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

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

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

1. House Rent Allowance:
Maximum Limit (per annum) 60% of Annual Basic
Supporting Documents: Declaration & at least one receipt per quarter, as proof of rent, from landlord
2. LTA once a year (LTA will be exempt if availed by the employee twice in a block of four calendar years. The calendar years currently applicable are 2014 to 2017.)
Maximum Limit (per annum) 20% of Annual Basic
Supporting Documents: Original Tickets /Boarding Pass and/or Cash Memos & Appropriate Leave
3. Children education allowance for maximum of 2 dependent children :
Maximum Limit (per annum) (Per child per month Rs.100) Rs.2,400
Supporting Documents: Declaration*

FOR Company

Shalini

Shalini Dutta
APJ Technology & Services Talent Acquisition
Manager



FOR Employee

Name: MANISHA

Signature: *Manisha*

Date: 26-06-2019

Signature Not Verified

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TECHNOLOGY UNIVERSITY, OU=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN
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- * Employees are liable to provide proof in the event of an evaluation by Income tax authorities

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

Guidelines governing Flexible Benefits Plan (FBP)

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

FOR Company

Uethi

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: MANISHA

Signature: Mariel

Date: 26-06-2019

Date:
Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
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SERIALNUMBER=109c717430050473d30bf7df6ea45d76c824f4
43c67a40809dfda1429c57ae, S=Kattakata, PostalCode=570006
Phone=+6626206947e4ca1a629937f1dd89f89c1536e9252e3ca1b
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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,

Uthi



Name: MANISHA

Date: 26-06-2019

Signature Not Verified



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

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.

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

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APJ Technology & Services Talent Acquisition Manager

Name: MANISHA

Signature: Mais

Date: 26-06-2019

Signature Not Verified

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- Original required for verification - Yes
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- Original required for verification - N/A
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- Original required for verification - N/A
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Manisha

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APJ Technology & Services Talent Acquisition
Manager

Name: MANISHA

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Date:

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Hewlett Packard Enterprise

1. **Consideration and Relationship to Employment.** As a condition of my employment with Hewlett Packard Enterprise or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

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

- (a) to use such information only in the performance of Company duties;
- (b) to hold such information in confidence and trust; and
- (c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

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

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;

FOR Company

Shalini

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: MANISHA

Signature: *Manisha*

Date: 26-06-2019

Signature Not Verified

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SERIAL NUMBER: 19c71c74392201d33907dfeea45d76c824ff
43c67a40809f41420857ae / SSK / Madurai, PostalCode=570006,
Phone=+919202068574e41e800001, Uid=99999913c3e552e30a1
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- (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 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

FOR Company

Shalini

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager



FOR Employee

Name: MANISHA

Signature: *Manisha*

Date: 26-06-2019

Signature Not Verified

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will cause irreparable injury to Company. To prevent this kind of irreparable harm and to protect Company's trade secrets, I agree that during my employment and for a period of twelve months following the end of my employment with Company, I will abide by the following Protective Covenants:

- (a) **No Solicitation of Customers.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with any customer of Company in pursuit of a Competing Line of Business if I either had business-related contact with that customer or received Confidential Information about that customer in the last two years of my employment at Company;
- (b) **No Solicitation of Company Employees.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with any Company Employee for the purpose of persuading or helping the Company Employee to end or reduce his or her employment relationship with Company if I either worked with that Company Employee or received Confidential Information about that Company Employee in the last two years of my employment with Company; and
- (c) **No Solicitation of Company Suppliers.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with any Company Supplier for the purpose of persuading or helping the Company Supplier to end or modify to Company's detriment an existing business relationship with Company if I either worked with that Company Supplier or received Confidential Information about that Company Supplier in the last two years of my employment with Company.

As used here, "**Competing Line of Business**" includes a business that involves a product or service offered or to be offered by anyone other than Company that would replace or compete with any product or service offered or to be offered by Company or its related corporations (unless Company and its related corporations are no longer engaged in or planning to engage in that line of business).

"**Company Employee**" means an individual employed by or retained as a consultant to Company or its related corporations. "**Company Supplier**" means an individual, corporation, other business entity or separately operated business unit of an entity that regularly provides goods or services to Company or its related corporations, including without limitation any OEM, ODM or subcontractor.

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.

FOR Company

Shalini

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: MANISHA

Signature: *Manisha*

Date: 26-06-2019

Signature Not Verified



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SERIALNUMBER=09C71C74300001437007d8ea45d76c824ff
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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.
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: MANISHA

Signature: *Manisha*

Date: 26-06-2019

Signature Not Verified

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SERIALNUMBER=10671774380501039007/ff6a45d76c824ff
43c674408090141420957ae/5511/Malaka, PostalCode=570006,
Phone=91920268874-4618810001, UserEmail=jss@jss.ac.in
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140

- 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.

- **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:

Version 10.0 (Feb 2019)

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Candidate's Signature

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TECHNOLOGY UNIVERSITY, CN=

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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 _____



Signature Not Verified

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Phone=+918206874414825000, O=JSS Science and
b46546be388b66809, OU=REGISTRAR, O=JSS SCIENCE AND
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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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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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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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Signature Not Verified

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TATA CONSULTANCY SERVICES

VYDEHI, BC-1 BLOCK, 82, EP, Nariman Point, Mumbai 400 066 India

Tel: 91 22 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com

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

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



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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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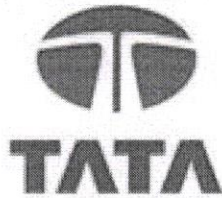
TATA CONSULTANCY SERVICES

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

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

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

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



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.





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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TCSL/CT20182499096

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TATA CONSULTANCY SERVICES

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

Tel: 91 80 6724 7000 Fax: 91 80 6741 0114 Website: www.tcs.com

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

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



Offer for Internship

Building Willow - L2, Manyata Embassy Business Park, SEZ, Outer Ring Road, Nagawara, Bengaluru - 560 045
CIN: U72300KA2013PTC069867 | Ph: +91 080-67674000 | Email: india.communications@lowes.com
Website: www.lowes.co.in



Meena-R
Information Science

Date: 17.01.2019

Dear Meena R

Offer for Internship

Congratulations and welcome to the Lowe's family!

Lowe's Services India Private Limited (hereinafter referred to as 'Lowe's India') is pleased to offer you an internship for a period of 20 weeks (hereinafter referred to as an "Internship"). Upon your acceptance of this offer, you will begin your Internship with Lowe's India on 28th Jan 2019.

You will receive a stipend of INR 17,000 per month, which shall be subject to deductions as per applicable law. Kindly note that as an Intern you will not receive any of the employee benefits that Lowe's India employees receive.

You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration without the prior approval of the Company during the term of your Internship.

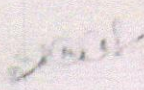
During your Internship, you may have access to trade secrets and confidential business information belonging to Lowe's India. By accepting this offer, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purposes or from disclosing it to anyone outside Lowe's India. Upon conclusion of your internship, you will immediately return to the Company all of its confidential information and assets. You will also be required to execute additional documentation at the start of your Internship to further these obligations.

Any and all disputes arising out of the terms of this Internship offer shall be subject to the exclusive jurisdiction of the competent courts in Bangalore.

By accepting this offer, you agree that throughout your Internship, you will observe all policies and practices governing the conduct of our business and employees.

We hope that your association with the Company will be successful and rewarding. We wish you the best for your Internship. Please indicate your acceptance of this offer by signing below.

Sincerely,


Naqeeb Syed

Senior Manager, Human Resources

Lowe's Services India Private Limited

I accept this offer with Lowe's India on the terms and conditions set out in this letter.

Name

Signature

Date



Lowe's Services India Private Limited

Building Willow - L2, Manyata Embassy Business Center Ring Road, Nagawara, Bengaluru - 560 045

CIN: U72300KA2013PTC069867 | Ph: +91 80 2800 0000 | Email: india.communications@lowes.com

Website: www.lowes.co.in

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Strictly Private and Confidential

13-Mar-2019

Mohammed Salman Altaf

#1259 LIG 1 4th stage kalyangiri nagara, mysore 570019

8123260386

Dear Mohammed,

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

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

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

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

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

Version 10.0 (Feb 2019)

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TECHNOLOGY UNIVERSITY, C=IN

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Reference Id: 0d72d572-a975-4c02-98a3-6ac9c30deadf_1
Signed By: Mohan Sekhar

158



- 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]

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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Phone=+91-9448744148/9448744148, Email=arunachal.dhanaraj@jss.ac.in,
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TECHNOLOGY UNIVERSITY, C=IN

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

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

Benefits applicable for current Company financial year:

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

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

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TECHNOLOGY UNIVERSITY, C=N

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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.

December 26, 2018

Dear Megha,

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

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

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

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

We welcome you and look forward to working with you.

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

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

Best regards,



Human Resources

Agreed to and Accepted:

Candidate Name

Date

OT Privacy Software Private Limited

Registered Office: 9/3, Nitesh Broadway, 3rd Floor, 4A, M G Road, Karnataka, India

CIN: U72900KA20120101283

Signature Not Verified
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Sabre Travel Technologies Pvt. Ltd.
Units 1 & 2, Level 2, Navigator Building, ITPB,
Whitefield Main Road, Bangalore - 560 066
India
CIN: U72900KA2004PTC035134

15.

Tel : +91 80 4188 8888
Fax : +91 80 4188 8980
Email : sabre.blr@sabre.com
www.sabre.com

20 December 2018

Nagadarshan N
Sri Jayachamarajendra College of Engineering
Campus Roads, University of Mysore Campus
Mysuru, Karnataka 570006

Dear Nagadarshan N,

Congratulations! On behalf of Sabre, I am pleased to extend to you this offer of temporary employment as an Intern. On acceptance, your internship will begin on **7 January 2019** and end on **31 July 2019**

You are entitled for monthly stipend of **INR 25,000/-** (statutory deductions are applicable), payable at the end of each month.

During your internship, you may have access to confidential business information belonging to the Company. By accepting this internship, you acknowledge that you must keep all this information strictly confidential and refrain from using it for your own purposes or from disclosing it to anyone outside the Company.

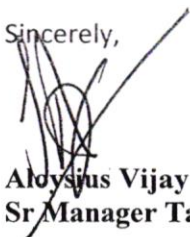
You are expected to observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment.

Upon conclusion of your internship, you will immediately return to the Company all its property, equipment and documents, including electronically stored information.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning a copy to the HR team.

If you have any questions, please reach out to the HR team.

Sincerely,


Aloysius Vijay
Sr Manager Talent Acquisition

Candidate Acceptance Signature: N

Date:

Signature Not Verified

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CIN=SOKKALINGAM ARUNESHI DHANARAJ
SERIALNUMBER=09c71c743005047033007d6e45d76c824f
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Phone=6201048764; Email=aruneshi.dhanaraj@sabre.com
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TECHNOLOGY UNIVERSITY
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*** Personal and Confidential ***

Mr. Namith J Utarkar,
145 Vinobanagar 'NAMRATHA',
Behind Anjaneya Temple,
First stage Vinobanagar
Shimoga Karnataka 577201

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: U72400KA1997PTC02316
www.bosch-india-software.cor

Our reference: **RBEI/HRL/2019/692**

Date: 22.03.2019

Dear Namith J Utarkar,

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.



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Phone=91936168746186720000, User=09671c743005012300b70f6ea45d76c824f
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TECHNOLOGY UNIVERSITY, C=IN

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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.

Charathi K



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SERIALNUMBER=09c71f43c3050a407d3db0f7d5ea45d76c8247
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Phone=6622dc8a97e41a62b97f1dd891b89c15c36e9252e3ca1
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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.

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

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.


Mahikkanddan 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 _____

Date _____

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43c67ad6d5e142c2757a-P=Kantaka.PostalCode-570006
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January 28, 2019

Dear **Nandan M Hegde**,

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

1. General

- 1.1 You will begin employment with the Company in a full-time capacity on **July 8, 2019**.
- 1.2 Your title will be **Developer, Software Development (Sys)** and you will report to **Venkatapathi Raju Srirajavatchavai**, or any other manager whom the Company may designate from time to time. Your title may be changed by the Company in accordance with business needs.
- 1.3 In this position, you will devote all of your time, attention, and ability during normal business hours to the duties, responsibilities, and instructions reasonably assigned to you by the Company. These job duties and responsibilities may be altered by the Company from time to time in order to meet business needs.
- 1.4 Your place of work will be the Company's offices or at such other location in **Bangalore** as the Company shall reasonably require, whether on a temporary or permanent basis.
- 1.5 You may be required to travel domestically or internationally as needed at the discretion of the Company.

2. Probationary Period

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

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

Additional place of business:

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



Signature Not Verified

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TECHNOLOGY UNIVERSITY, IN

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Branch office :

#204, 2nd Floor
EROS Corporate Tower
New Place
New Delhi - 110 019, India
Phone No : +011- 6654 2000

- 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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- 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.

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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Page 6 of 8

- 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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TECHNOLOGY UNIVERSITY, C=IN

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Page 7 of 8

Survey No.143/1, Amani Bellandur Khane Village
Prestige Excelsior, Prestige Tech Park
Marathalli-Sarjapur Outer Ring Road, Kadubeesanahalli
Varthur Hobli, Bengaluru-560103, India
Phone: +91-80-42422000
Telefax: +91-80-42422900
CIN: U72300KA2005PTC035961
www.sandisk.com

APPENDIX- A

Name : Nandan M Hegde Grade: 105

Position : Developer, Software Development (Sys) Req. ID: JR-0000043879

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

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PhoneNo:02020487444, FaxNo:02020487444, Email:arunachal@jss.ac.in
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TECHNOLOGY UNIVERSITY, C=IN

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Branch office :

#204, 2nd Floor
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Phone: +91-80-42422000
Telefax: +91-80-42422900
CIN: U72300KA2005PTC035961
www.sandisk.com

January 28, 2019

Dear Nandan M Hegde

1. In connection with our employment offer letter to you dated **January 28, 2019**, we are pleased to offer you a one-time Sign-On Bonus as outlined herein.
2. Contingent upon you accepting our offer and commencing employment with SanDisk, you will be paid an amount of **INR 300,000/- (Rupees Three Lakhs Only)**.
 - a. This Payment will be made in a single instalment after completion of 1 month from the start date
 - b. Applicable taxes will be borne by you and deducted at source.
3. This one-time payment will not be in conjunction with any other allowances or benefits.
4. In the event that you voluntarily resign or are terminated by SanDisk with Good Cause within 36 months from the start date, Sign-On Bonus shall automatically be forfeited and you will be required to repay the full amount of the Sign-On Bonus payment received, net of tax deducted at source.
5. In such case, and to the extent permitted by law, the Company reserves the right to deduct such amount from any final settlement payable to you and to look towards you for the recovery of any shortfall amounts, if necessary.
6. In the event your employment is terminated by the Company without Good Cause or due to full-time disability or untimely death, no repayment will be required.

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

Surinder Bhagat
Senior Director, HR

I confirm receipt of the above Agreement and accept the terms and conditions contained herein.

PRINT NAME: _____

SIGNATURE: _____



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
Connaught Place
New Delhi – 110 019, India
Phone No : +011- 6654 2000

Signature Not Verified^{#2}

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TECHNOLOGY UNIVERSITY, C=IN

Navaneeth Holla. U
4JC15IS069
Information Science

17th Dec 2018

HR/Project/19

Mr. Navaneeth Holla
Bangalore

Sub: Internship with Continental Automotive (India)

Dear Navaneeth Holla,

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

1. You will be working with **PSS** business unit as a Support for a **new Concept Prototype development**, in the area of 3K+, JVC project under the guidance of Mr. Aravind Somashekaraiah.
2. You will be paid a stipend of Rs.12,000/- (Rupees Twelve Thousand Only) per month by 7th of the following month. Please submit a cancelled cheque for the same to be deposited to your account.
3. You are not allowed to take any other internship assignment or employment without our written permission during this period.
4. You will not divulge to any person, firm or company any secrets or information, which you may come into possession in the course of your internship, concerning the business affairs of the Company.
5. No optical /magnetic media such as floppy disks, magnetic tape cartridge, digital audio tapes, magnetic tapes, hard disks, optical disks, CD-ROMs etc. shall be allowed to be brought into or taken out by you from Continental premises.
6. You will receive an internship completion certificate upon successful fulfillment of the assignment

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

We wish you a successful association with Continental Automotive

Sincerely,

Sudeepth Puthumana
General Manager – PSS,R&D

Ajay Kumar
Country HR Head-Continental,India



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Phone=6622dc6a97e4c1a62b5877d4d89f89c15c36e9252e3ca1
b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

Mr. Vijaya Krishna Navuluri
Bangalore
Email ID: vijayakrishnanavuluri@gmail.com
Phone: +91-8919036918

Date: 23rd Dec 2018

Dear Vijaya Krishna,

Greetings from Hashedin Technologies!

We are pleased to offer you an appointment for Internship with a joining date as of 1st Feb 2019 till July 2019 with Hashedin Technologies Private Limited ("Company"). During the internship period, you will be entitled to receive a stipend of Rs.20,000/- per month (Rupees Twenty Thousand). Over that, you will get benefits like health insurance, flexible timing and home-like meals direct from Hashedin kitchen.

This will be followed by a job offer of Technical Analyst at Band 7 upon successful completion of your internship and coursework. Post internship, you will be entitled to receive a gross CTC of INR 7,15,000/- (Rupees Seven Lakhs Fifteen Thousand Only). You can refer to the following table for breakup.

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

* First joining bonus is paid in the 1st year with 1st month salary. ** Second bonus is paid at the end of the first year with 12th month salary. If the candidate does not complete 1 year from the date of payment, the joining bonus amount is to be returned and will be adjusted in full and final settlement.

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

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

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

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

Employee

HashedIn Technologies Pvt. Ltd.

(N. Vijaya Krishna)
Vijaya Krishna Navuluri
Intern

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

Signature Not Verified

[illegible]

19-Mar-2019

#1147 , Hebbal 1st Stage , 3rd Main , Mysore-570016
9535202602

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

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

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

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TECHNOLOGY UNIVERSITY,C=N

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02.02.2024 22:39

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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Candidate's Signature _____
Signature Not Verified



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Phone=+9193616874618810000, UserPrincipalName=15c3a622323a1
b46548b638b166809, OU=REGISTRATION, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN
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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:

Version 10.0 (Feb 2019)

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TECHNOLOGY UNIVERSITY,C=IN

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

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

accenture

P. Tilak
4JC15 ISO32
Information Science

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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
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Maximum Annual Total earning potential (A+B)	340,934
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Joining Bonus (Refer to section C)	25,000
(D) Additional Benefits	
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Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

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TDS is deducted as applicable from your Income.

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- 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.

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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 ARUNACHALAM DHANASEKARAN
CIN: SOKKALINGAM ARUNACHALAM DHANASEKARAN
SERIALNUMBER: 0967147430000430007056a45d76c824f
43c674d0809d81420957aa/Sir, Mysuru, PostalCode: 570006.
PhoneNo: 08202047441, 08202047442, 08202047443, 08202047444
b405469c38b469300, OU: RECTOR, O: JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C: IN

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2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
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Version 10.0 (Feb 2019)

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Candidate's Signature

Signature Not Verified

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

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

Version 10.0 (Feb 2019)

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Candidate's Signature _____



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HRD/3B/19-20/13152669

June 14, 2019

Mr. Pratyush Priyadarshi
Candidate ID: 13152669
H.No.53, Road No.6,
East Patel Nagar,
Patna - 800023
India

T 204

Ph: (91)8892981968

Dear Pratyush,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature valid

Digitally signed by RICHARD LOBO
Date: 2019.06.14 15:29:13 IST
Reason: OFFER LETTER
Location: BENGALURU

INFOSYS LIMITED

CIN: L85110KA1981PLC013115

44, Infosys Avenue

Electronics City, Hosur Road

Bengaluru 560 100, India

T 91 80 2852 0261

F 91 80 2852 0362

askus@infosys.com

www.infosys.com



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Phone=+918028520261, Email=askus@infosys.com, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

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HRD/3B/19-20/13152669

June 14, 2019

Mr. Pratyush Priyadarshi
Candidate ID: 13152669
H.No.53, Road No.6,
East Patel Nagar,
Patna - 800023
India

Ph: (91)8892981968

Dear Pratyush,

Congratulations! We are delighted to make you an offer as **Systems Engineer - Specialist** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining date

Your scheduled date of employment with us will be **July 01, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of six months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - III.



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Phone=91920008714-1480, Email=arunachal@jss.ac.in
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TECHNOLOGY UNIVERSITY, CN=

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Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for **15** working days of leave annually, during probation. On confirmation, you will be eligible for **20** working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the financial year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer - Specialist** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Fixed Gross Salary will be **INR 41,668** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at **20%** of the Basic Salary as mentioned in the Compensation Details sheet in Annexure -I of this letter. The mode of payment for Financial Year 19-20 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans.

Signature Not Verified

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Phone=+626216397974;ipAddress=198.98.15.36;e25ce2ca1
On 05-09-2024 at 16:00:00 UTC sent by user@
TECHNOLOGY UNIVERSITY, C=N

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Company Confidential - This communication is intended solely between you and Infosys Limited.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet in Annexure - III for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 400,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

Signature Not Verified

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Company Confidential - This communication is the property of Infosys Limited.

02.02.2024 22:35

Page 3 of 7

205



When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer - Specialist** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2018-2019. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - II).

Signature Not Verified

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Company Confidential - This communication is the property of Infosys and Infosys Limited.

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your name	Location
-----------------	----------

Signature valid

Digitally signed by RICHARD LOBO
Date: 2019.06.14 15:29:13 IST
Reason: OFFER LETTER
Location: BENGALURU

Signature Not Verified

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TECHNOLOGY UNIVERSITY, C-1

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Phone=6c62dc6a97e4c1a621b6871dd89cm89c15c3e925e2a3ca1
a9959c38b169809d9c1e8283a2e2a3ca1
Company Confidential - This communication is between Infosys and Infosys Limited.

ANNEXURE I

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Pratyush Priyadarshi			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer - Specialist			
1. MONTHLY COMPONENTS				
BASIC SALARY				20,840
BASKET OF ALLOWANCES				13,157
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				3,960
MONTHLY GROSS SALARY				37,957
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				208
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				2,501
GRATUITY - 4.81% of Basic Salary*				1,002
FIXED GROSS SALARY (1+2+3)				41,668
4. TOTAL GROSS SALARY				41,668
OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	Fifty Thousand (With Security)	@7%	24	Nil
	Twenty Five Thousand (Without Security)			
SALARY LOAN	One Month's Gross Salary	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.				

Signature Not Verified

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43c67a40809d41420957ae51c7a1a4a8c8a1b46546be388d65800_OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY

02.02.2024 22:35

Company Confidential - This communication is confidential between you and Infosys Limited.

13 December 2018

Mr. Praveen Ck

Dear Praveen Ck,

Subject: Engagement as an Intern in Philips India Ltd

We have the pleasure to offer you a training assignment with Philips India Limited as per the following terms of reference:

Terms and Conditions:

1. Your project duration will be from 03 January 2019 to 28 June 2019.
2. During this period, you will be paid a consolidated stipend of Rs. 20,000 per month.
3. Your initial reporting location at Philips is at our Philips India Ltd, Bangalore office. However, you may be liable to be posted at any of the establishments of the Company in India.
4. You will be governed by the rules and regulations of Philips as applicable, enforced, amended or altered from time to time during the course of your project.
5. In the course of your project with us, you may acquire information, technical or otherwise, including any computer software, which is confidential or proprietary to the Company or to its subsidiaries or affiliates, its customers, subcontractors or any other individuals or companies having association or relationship with the Company, and/or its affiliates or subsidiaries. You will not, use or disclose during and after completion of your project, any of such information except for the purpose of your project and with prior written consent of Philips. Anything possessed by you, which discloses or embodies such information etc will be delivered to Philips forthwith on demand at the end of your project.
6. All intellectual property rights in any work or material developed by you during the course of your project shall belong to and be the property of company and you confirm that you shall not be entitled to claim any rights over such intellectual property.
7. Any business related expenses incurred as part of your project, approved in advance by your project manager, will be duly reimbursed to you on actual.
8. Philips shall not be liable to pay any amount over and above as mentioned in clause 2 and 7 above. You will have to bear all other expenses concerning your assignment with Philips including but not limited to 1) any local conveyance expenses, 2) your accommodation expenses, 3) your daily travel from residence location to Philips Office(s) etc.

Philips India Limited (formerly "Philips Electronics India Limited")
Philips Innovation Campus
Manyata Tech Park, Nagavara
Bangalore - 560045, INDIA
CIN No. U31902WB1930PLC006663
Tel: +91 80 418900000
Fax: +91 80 41891000

Registered Office:
3rd floor, Tower A, DLF IT Park, 08
Major Arterial Road, New Town (Rajarhat),
Kolkata - 700156
www.philips.com
www.bangalore.philips.com

Signature Not Verified

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SERIALNUMBER=09c71c743005040003007d05ea45d76c824#
43c67a40809d04120957aa/S-27, Malaka, PostalCode=570006,
Phone=+91-820-687641-1825000, Email=arundeen.dhanaraj@philips.com,
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TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:35

9. You are welcome to use facilities available at Philips office location as per company policy and guidelines applicable.
10. Any absence from the office should be with prior approval of your project guide.
11. Completion of the Internship does not in any way bind the Company to offer you an employment at the end of the Internship period. However based on your performance during the internship period you will be considered for employment as per company policy.
12. You are requested to produce all your credentials and educational qualifications certificates for verification and the same will be returned to you after verification. Your candidature is subject to the fulfillment of all the terms and conditions as per the Internship.
13. In the event of gross misconduct, breach of confidentiality/ non-disclosure, refusal to carry out reasonable instructions, dissatisfactory performance of duties and the like, your assignment with Philips will be subject to immediate termination and Philips shall not be liable to pay any stipend or compensation. Philips further reserves the right to other legal recourse as it deems fit to protect its legitimate interests.
14. Kindly return a copy of this letter duly signed by you in acceptance of terms and conditions set out therein.

Sincerely,

For Philips India Ltd.

Sunit Wankhede
Philips People Services Manager
Philips India.

I have carefully read and fully understood the above letter and the terms and conditions. I hereby accept these terms and conditions.

SIGNATURE.....

DATE.....

Philips India Limited (formerly "Philips Electronics India Limited")
Philips Innovation Campus
Manyata Tech Park, Nagavara
Bangalore – 560045, INDIA
CIN No. U31902WB1930PLC006663
Tel: +91 80 41890000
Fax: +91 80 41891000

Registered Office:
3rd floor, Tower A, DLF IT Park, 08
Major Arterial Road, New Town (Rajarhat),
Kolkata - 700156
www.philips.com
www.bangalore.philips.com



Signature Not Verified

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Phone=6c622dc5a97e4c1a62b9b7f1dd89f89c15c36e9252e3ca1
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TECHNOLOGY UNIVERSITY,CN=

All the other terms of employment will be part of the appointment letter that will be issued after you join Moolya. You will need to submit the following documents on the date of joining:

1. 3 passport size photographs (colour)
2. X& XII class certificate and marks statement
3. Graduation&Post Graduation (if any) certificate(s) and marks statement(s)
4. Professional certificate and marks statement (if any)
5. Passport Copies (2) & PAN Card Copies (2)
6. Copy of resume.

This letter does not constitute a guarantee or contract of employment.

We welcome you to Moolya Software Testing Private Limited and wish you good luck!

Thanks & Regards,

For Moolya Software Testing Pvt. Ltd.
Chandini Mokthar
HR – Head of People & Culture

Acceptance by Trainee

I,hereby confirm my acceptance of all of the above terms and conditions.



Signature Not Verified

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TECHNOLOGY UNIVERSITY,C=IN

ANNEXURE 'A'

	2,40,000	Annual CTC
Fixed		
Cost to the company	Per Annum	Per Month
Basic Salary	84,000	7,000
House rent allowance	33,600	2,800
Conveyance allowance	19,200	1,600
Special Allowance	74,381	6,198
Medical re-imbursement	6,000	500
Total Earnings	2,17,181	18,098
Annual-Components		
Retention Bonus	30,000	-
Medical Insurance	5,000	416.67
Total Gross	2,52,181	
Retirals		
Provident Fund	10,080	840
Gratuity	4,038	337
ESI	3,701	308
Total CTC	2,70,000	22,500



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 TECHNOLOGY UNIVERSITY

02.02.2024 22:35

Offer letter

To,
Mr.Praveen KR
ketolipraveen@gmail.com
Place: Bangalore
Date: 03.04.2019

Dear Praveen,

Congratulations! We are pleased to inform you that you have been selected to join Moolya Software Testing Private Limited as **"Trainee Tester"** effective 3rd June 2019. Your internship period will be effective from June 3rd 2019 to Sep 3rd, 2019.

You will be eligible for a stipend of Rs.8000 (Eight Thousand) per month, Post confirmation your CTC will be revised to 2.7LPA.Salary Stack-up as Annexure 'A' attached.

You will be assigned Project(s) during this period and you will need to submit the report as defined by your Manager during the internship period.

Your internship period will be governed by the following terms & conditions:

1. The company shall reserve the right to terminate the internship with 5 days of advance notice.
2. As an Intern, you will maintain high standard of loyalty, efficiency and integrity.
3. You are not eligible for any kind of leave benefits during the Intern period.
4. Prompt and regular attendance is an essential condition of this engagement. Chronic late attendance and/or absence without prior permission in writing or any unauthorized absence will be considered as "misconduct" and may lead to disciplinary action
5. In case you leave Moolya within 1year after your Internship, Moolya reserves the right to recover the training cost paid during Internship.

Following are the terms and conditions of your employment post confirmation:

1. You will be on probation for a period of 3 months
2. The notice period for termination during the probation period is 1 month
3. You will be eligible for 1 day paid leave per month during the probation period
4. After confirmation, your notice period will be 3 months



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TECHNOLOGY UNIVERSITY, C=IN

All the other terms of employment will be part of the appointment letter that will be issued after you join Moolya. You will need to submit the following documents on the date of joining:

1. 3 passport size photographs (colour)
2. X& XII class certificate and marks statement
3. Graduation&Post Graduation (if any) certificate(s) and marks statement(s)
4. Professional certificate and marks statement (if any)
5. Passport Copies (2) & PAN Card Copies (2)
6. Copy of resume.

This letter does not constitute a guarantee or contract of employment.

We welcome you to Moolya Software Testing Private Limited and wish you good luck!

Thanks & Regards,

For Moolya Software Testing Pvt. Ltd.
Chandini Mokthar
HR – Head of People & Culture

Acceptance by Trainee

I,hereby confirm my acceptance of all of the above terms and conditions.

_____ (_____)



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SERIALNUMBER=09c71c7430004f0200d7d6ea45d76c824ff
43c67a4d8090d41420957ae15-100006, PostalCode=570006,
Phone=+919226547541,OU=Registrar, O=JSS SCIENCE AND
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	2,40,000	Annual CTC
Fixed		
Cost to the company	Per Annum	Per Month
Basic Salary	84,000	7,000
House rent allowance	33,600	2,800
Conveyance allowance	19,200	1,600
Special Allowance	74,381	6,198
Medical re-imbursement	6,000	500
Total Earnings	2,17,181	18,098
Annual-Components		
Retention Bonus	30,000	-
Medical Insurance	5,000	416.67
Total Gross	2,52,181	
Retirals		
Provident Fund	10,080	840
Gratuity	4,038	337
ESI	3,701	308
Total CTC	2,70,000	22,500



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TECHNOLOGY UNIVERSITY,C=IN



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

Dear PRITHVI

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

Netti

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: PRITHVI A PAI

Signature: PAPA

Date: 05/07/2019

Signature Not Verified

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TECHNOLOGY UNIVERSITY, C=IN

02.02.2024 22:35



Hewlett Packard Enterprise

PRITHVI PAI

S/o Anil B Pai D/N 389/330 Rampur Extn. Near Railway Gate
Sagar India 577401

Dear PRITHVI,

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: PRITHVI A PAI

Signature: *Prithvi*

Date: 05/07/2019

Signature Not Verified



SOKKALINGAM ARUNACHALAM DHANARAJ
CIN: SOKKALINGAM ARUNACHALAM DHANARAJ
SERIAL NUMBER: 09C7167430020412030070106a45d76c824f
43c67a40809d41420957ae JSST Mysuru, Postal Code: 570006
Phone: +91-821-6887441 ext. 25000, 25001, 25002, 25003, 25004
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TECHNOLOGY UNIVERSITY, C

02.02.2024 22:35



Hewlett Packard Enterprise

by the Company towards employee pension scheme maintained with the Regional Provident Commission, wherever applicable.

1.4. Gratuity:

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

1.5 Insurance

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

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

1.6. Leave

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

1.7 Relocation Expenses

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

2 GENERAL TERMS and CONDITIONS OF EMPLOYMENT

2.1. Your job classification detail is as listed below:

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

2.2. Work Place

FOR Company

Shalini

Shalini Dutta
APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: PRITHVI A PAI

Signature: *Prithvi A Pai*

Date: 05/07/2019

Signature Not Verified



SOKKALINGAM ARUNACHALAM DHANARAJ
CIN: SOKKALINGAM ARUNACHALAM DHANARAJ
SERIALNUMBER: 09c71c74300004000300705ea45d76d824f
43c67a40809d841420957ae/S-2019/07/05
Phone: +91 820 6876414, Email: prithvi@jss.ac.in
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TECHNOLOGY UNIVERSITY
02.02.2024 22:35



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.

FOR Company

Shalini Dutta

FOR Employee

Name: PRITHVI A PAI

Signature: K. H. H.

Date: 05/07/2019

Signature Not Verified

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SerialNumber=09c71f43400504d7d3f0b7d6fea45d76c824f4367a40809fd4f142095f7e7430c9a7akata, PostalCode=570006
Phone=662240697e4c1a62b987fdd89f189c15c36e9252e3ca1d465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN

02/02/2024 22:35



Hewlett Packard Enterprise

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 authorization as per Company policies, you shall be deemed to have abandoned employment voluntarily.

3.0 Choice of Law

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

Enclosed:

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

Annualized Compensation & Benefits Statement – Annexure I

All figures are INR per annum

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

Provident Fund @12%

Gratuity @ 4.81%

Total Cost to Company 800,000.00

24 Jun, 2019

PRITHVI PAI

CONFIDENTIAL

Dear PRITHVI

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)

FOR Company

Shalini

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: PRITHVI A PAI

Signature: *Prithvi*

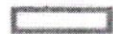
Date: 06/07/2019

Signature Not Verified

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Phone=+91925648764148236911248998615c968723e3a11
b46548a38b665809, OU=RECTOR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY

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Hewlett Packard Enterprise

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.

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

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

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

1. House Rent Allowance:
Maximum Limit (per annum) 60% of Annual Basic
Supporting Documents: Declaration & at least one receipt per quarter, as proof of rent, from landlord
2. LTA once a year (LTA will be exempt if availed by the employee twice in a block of four calendar years. The calendar years currently applicable are 2014 to 2017.)
Maximum Limit (per annum) 20% of Annual Basic
Supporting Documents: Original Tickets /Boarding Pass and/or Cash Memos & Appropriate Leave
3. Children education allowance for maximum of 2 dependent children :
Maximum Limit (per annum) (Per child per month Rs.100) Rs.2,400
Supporting Documents: Declaration*
4. Children's Hostel Allowance for maximum of 2 dependent children (in case children are in a hostel):

FOR Company

Shalini

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: PRETHVI A PAI

Signature: *Prethvi A Pai*

Date: 06/07/2019

Signature Not Verified

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SERIALNUMBER=06c71c7430c00102007d06ea45d76c824ff
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Technology University, PostalCode=570006,
Phone=+919360549744, C=IN, OU=RECTOR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, CN

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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

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

7. Personal Pay through Payroll - Balance of the above items paid with the Salary after

appropriate tax deductions at the end of the year

Maximum Limit (per annum): 100% of FBP

Supporting Documents: Declaration

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

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

Guidelines governing Flexible Benefits Plan (FBP)

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

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

FOR Company

Shalini

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name:

PRITHVI A PAI

Signature:

Prithvi A Pai

Date:

06/07/2019

Signature Not Verified

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CIN:SOKKALINGAM ARUNACHALAN DHANARAJ
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PhoneNo=820104874141820000 04889884136365230301
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TECHNOLOGY UNIVERSITY

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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.
- Transfer of the employee from one city to another.
 - Change of grade/level.
 - Change of residential accommodation.
 - Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children and parents
4. While selection of the menu of benefits and spending the same, the employee must ensure that he/she should not draw more than:
- 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any
- For the purposes of the plan, the quarters will be as follows:
- Q1 - April, May, June
 - Q2 - July, August, September
 - Q3 - October, November, December
 - Q4 - January, February, March
- Any unutilized amount in the kitty as on 31st March will be paid along with the March salary and tax recovered appropriately.
5. In the event of separation of an employee from the services of the Company, only pro-rata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
6. The Company will recover tax from the salary every month as per the tax laws in force in respect of benefits selected by the employee.
7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the Company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.

FOR Company

Shalini

Shalini Dutta
APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: PRITHVI A PAI

Signature: *Prithvi A Pai*

Date: 05/07/2019

Signature Not Verified



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SERIALNUMBER=09c71c743005050133007d86ea45d76c824f
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Phone=08200487941, Email=sokkalingam@jss.ac.in, O=SOKKALINGAM ARUNACHAL DHANARAJ
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TECHNOLOGY UNIVERSITY, CN=

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Mandatory Documents List

Please note

1. Relieving letter from previous employer:

Original required for verification - Yes

No of copies - Two

2. Letters supporting Employment viz., Offer letter, Service Certificate:

Original required for verification - Yes

No of copies - Two

3. Salary details of previous Employment:

Original required for verification - Yes

No of copies - Two

4. Education Certificates or Mark sheets with Provisional Certificates – 10th to Highest Degree:

Original required for verification - Yes

No of copies - Two

5. Copy of PAN card/Application ID for PAN card applied:

Original required for verification - No

No of copies - One

6. Age Proof – Copy of Passport or Pan card or Driving license:

FOR Company

Methi

Shalini Dutta

APJ Technology & Services Talent Acquisition Manager

FOR Employee

Name: _____

PRITHVI A PANG

Signature:

Date:

Ref Pair

05/07/2019

Signature Not Verified

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Original required for verification - No
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

PRITHVI PAI

FOR Company

Shalini

Shalini Dutta
APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: PRITHVI A PAI

Signature: *Prithvi*

Date: 05/07/2019

Signature Not Verified



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2007040000041420957ae5-h-m-nataka, PostalCode=570006,
Phone=+919646497441, cn=SOKKALINGAM ARUN, o=APJ Technology and Services University,
dn=09c71c74300047020d07d6ea45d76c824ff, ou=Registrar, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY



- 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.

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.

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.

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

Netti

APJ Technology & Services Talent Acquisition Manager

Name: PRETHVI A PATI

Date: 06/07/2019

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TECHNOLOGY UNIVERSITY, CN=





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.



InfraScience





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

PRITHVI ANIL PAI

- 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).

Methi.

Name: _____

Signature: _____

Date: _____

Signature Not Verified

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Phone=662d0c897f4c1a262967f1d089f09c15c36e9252e3ca1
b455469e3806d5809, OR-REGISTRAR, O-JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C-29





Hewlett Packard Enterprise

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

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

- (a) to disclose them promptly to Company;
- (b) to sign any assignment document to formally perfect and confirm my assignment of title to Company;
- (c) to assign any right of recovery for past damages to Company; and
- (d) to execute any other documents deemed necessary by Company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all countries, in Company's name and at Company's expense.

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

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

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

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

FOR Company

Shalini

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: _____

Signature: _____

Date: _____

Signature Not Verified



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Phone=9195200587441480, Email=jss@jss.ac.in
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TECHNOLOGY UNIVERSITY
02.02.2024 22:35



Hewlett Packard Enterprise

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: _____

Signature: _____

Date: _____

Signature Not Verified

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Phone=919362668746148540909151304925335a1
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TECHNOLOGY UNIVERSITY, C=IN
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PHILIPS

business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business or service.

11. Information pertaining to the Company's operations shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc., shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you.
12. You shall inform the company of any change in your personal data within 3 working days. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by registered post to you at your address in India, as recorded with the Company.
13. You will abide by the Rules & Regulations of the company, which are in force from time to time and the General Business Principles of the company. On joining, kindly go through the General Business Principles in detail, available on our intranet site at **www.ethics.philips.com**. The Company shall have the right to vary or modify any or all of the above terms and condition of service which shall be binding on you.
14. Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof.
15. For clarifications or any other information kindly feel free to contact the undersigned or RAVI RAMASWAMY (Sr. Director-Philips Healthcare).

We take pleasure in welcoming you to our Organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Yours faithfully,
for PHILIPS INDIA LTD.

Sunit
Wankhede

Digitally signed by
Sunit Wankhede
Date: 2019.06.04
16:57:54 +08'00'

Sunit Wankhede
Philips People Services Manager
Philips India

I agree to accept employment on the above terms and conditions. I will report for duty on or before 17-06-19

Signed: Rahul Dhir
Rahul Dhir

Philips India Limited (formerly "Philips Electronics India Limited")
Philips Innovation Campus
Manyata Tech Park, Nagavara
Bangalore – 560045, INDIA
CIN No. U31902WB1930PLC006663
Tel: +91 80 41890000
Fax: +91 80 41891000

Registered Office:
3rd floor, Tower A, DLF IT Park, 08
Major Arterial Road, New Town (Rajarhat),
Kolkata - 700156
www.philips.com
www.bangalore.philips.com

Signature Not Verified

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SERIALNUMBER=09c71c7430050407d330b7d7d6ea45d76c824f
43c567a40809d412409577a5-S=skhataka,PlatCode=570006
Phone=662dc6a97d4e1a62b9371dd89b89c15c36e9252e3ca1
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TECHNOLOGY UNIVERSITY,C=IN

02.02.2024 22:35



Mr. Rahul Dhir

04 Jun 2019

Dear Rahul Dhir,

- A. Photocopies in A4 size, of the following Documents:
 - 1. Birth Certificate
 - 2. Marks Cards from Std. X onwards (Graduation, Post-Graduation, PhD)
 - 3. Experience / Commendation letters from your previous Organizations
 - 4. Relieving letter from your immediate previous Employer.
 - 5. Salary Certificate from your immediate previous Employer.
 - 6. All pages of your passport.(In case you do not have one, please apply for the same immediately)
- B. Form 16 (duly filled up), from your immediate previous Employer
- C. Employee Provident Fund and Employee Pension Scheme account number from your immediate previous employer.
- D. Superannuation account if any, with your immediate previous employer (CG60 and above)
- E. Originals of all the above Documents for verification
- F. Original Offer Letter
- G. 3 passport size, colour photographs
- H. Nominees Passport No/Driving License No/Voter's ID No/ PAN Card No

We eagerly look forward to your joining us!

Yours faithfully,

Sunit
Wankhede

Digitally signed by
Sunit Wankhede
Date: 2019.06.04
16:58:07 +08'00'

Sunit Wankhede
Philips People Services Manager
Philips India

Philips India Limited (formerly "Philips Electronics India Limited")
Philips Innovation Campus
Manyata Tech Park, Nagavara
Bangalore - 560045, INDIA
CIN No. U31902WB1930PLC006663
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www.bangalore.philips.com



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Phone=6362dc6a97d4a162b98771dd889789c15c36e925e23ca1
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TECHNOLOGY UNIVERSITY, C=IN

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Benefits Structure:

The following list of benefits are made available to you in addition to the compensation package.

Benefit	Description
Company Credit Card	Amex Domestic Card for all employees Company pays the Annual Subscription. Card to be used for official expenses. Liability to settle the card bill is with the Employees.
Insurance Benefit	Additional benefits extended by the Company are Group Medclaim Insurance, Personal Accident and Term life cover as per the Company's policy guidelines prevailing at the current date.
Flexible Benefit	In addition to the Annual Group Insurances, the employee shall be eligible to enhance the value of medical/accident/term/OPD covers for self and family as part the MyBenefits @Philips Program. The employee may opt for the appropriate policy before the beginning of the financial year and the premium amount shall form part of flexible benefit compensation of your salary.
Overseas Insurance	Covers all employees travelling overseas.

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TECHNOLOGY UNIVERSITY, C=IN
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Compensation Structure

The components of the compensation structure are explained hereunder:

Compensation Component	Description
Basic Salary	Basic salary which is used for calculating retiral, HRA entitlement and the like.
House Rent Allowance (HRA)	50% of Basic salary. The same limit holds good for those entitled to the company leased accommodation
Flexible Benefits Package (FBP)	As indicated for your level. Monthly Reimbursement from FBP can be claimed under the following headers: (a) Leave Travel Assistance, subject to a Maximum of two months Basic salary. (b) Sodexo Meal card (optional) - Employees who decide to avail this benefit will receive a Meal card for which the amount selected will be deducted as part of FBP Component. This card can be used for buying meals at the company cafeteria. Employees joining in the middle of the month can either opt from the joining date or from the subsequent month since there is no pro-rata deduction for this amount. (c) Phone rentals for self-owned phones up to Rs.2,500 p.m. (d) Company-leased car EMI for employees in grade CG40 and above. (e) Petrol reimbursement, vehicle maintenance and Driver salary for company-leased cars for CG40 and above.
Retirals:	
a) Provident Fund	12% of Basic salary
b) Gratuity	4.81% of Basic salary

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TECHNOLOGY UNIVERSITY, C=IN

02/02/2024 22:35



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Personal & Confidential

Name: Rahul Dhir
Grade: CG 40
Designation: Software Engineer I

04 Jun 2019

With effect from 17 Jun 2019, you will be entitled to the following perquisites and allowances:

Particulars	Offer	
	Monthly (Rs.)	Annualised (Rs.)
Basic (A)	21500.00	258000.00
House Rental Allowance (B)	10750.00	129000.00
Flexi Benefit Plan (C)	21031.63	252379.61
Total Guaranteed Cash (D=A+B+C)	53281.63	639379.61
Retirals (E)**	3614.13	43369.60
Base Salary (F=E+D)		682749.21
Annual Target Variable Pay (G)***		67250.80
Total Earning Opportunity (I=F+G)		750000.01

**Retirals: This includes Company contribution towards Provident Fund (12%) and Gratuity (4.81%). Eligibility of the gratuity payout would be as per the Payment of Gratuity Act, 1972

***Annual Target Variable Pay : Please refer to Annexure A

Employee Benefits: The details of the benefits applicable to your grade are available on the Company's Intranet site.

Sunit
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Sunit Wankhede
Date: 2019.06.04
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Sunit Wankhede
Philips People Services Manager
Philips India

Philips India Limited (formerly "Philips Electronics India Limited")
Philips Innovation Campus
Manyata Tech Park, Nagavara
Bangalore - 560045, INDIA
CIN No. U31902WB1930PLC006663
Tel: +91 80 418900000
Fax: +91 80 41891000

Registered Office:
3rd floor, Tower A, DLF IT Park, 08
Major Arterial Road, New Town (Rajarhat),
Kolkata - 700156
www.philips.com
www.bangalore.philips.com

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ANNEXURE A

Philips People Services

Mr. Rahul Dhir
Address: D-604, The Hyde Park
Sector-78
Noida
Uttar Pradesh 201301
Mobile: 9620817580
Email: rdhir97@gmail.com

20190604/PIC/825
04 Jun 2019

Strictly Confidential

Dear Mr. Rahul Dhir,

Re : Annual Target Variable Pay

1. You will be eligible to receive an annual target amount of Rs. 67250.80 per annum towards variable pay, linked to performance at 100% achievement of targets. Please note the actual payout will be prorated for time spent in the year as well as actual achievement of performance targets. **The payout eligibility, calculations and mechanism would be as per the prevailing plan design for the year.**
2. For qualifying, it is imperative that you remain on the rolls of the Company till 31st December of that year and there is no system of pro-rata payment in the subsequent years.
3. At any point of time an employee would be covered under one variable pay plan.
4. The variable pay element might be subject to revision and/or can be amended from time to time.

Thanking You

Yours truly,
for PHILIPS INDIA LTD.

Sunit
Wankhede

Digitally signed by
Sunit Wankhede
Date: 2019.06.04
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Sunit Wankhede
Philips People Services Manager
Philips India

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04 Jun 2019

Mr. Rahul Dhir
D-604, The Hyde Park
Sector-78
Noida
Uttar Pradesh 201301

Dear Rahul Dhir,

This is with reference to our offer letter 20190604/PIC/825 dated 04 Jun 2019 and subsequent discussions, we are pleased to inform that, you will be eligible for one time Joining Bonus of Rs.100000.00/- subject to joining us, on or before **17 Jun 2019**

In the event of your resignation from the services of our organization within 24 months of your joining, you will be required to repay this amount in full.

We look forward to having you on board at the earliest.

Yours faithfully,
for PHILIPS INDIA LTD.

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Sunit Wankhede
Date: 2019.06.04
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Sunit Wankhede
Philips People Services Manager
Philips India

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04 Jun 2019

Mr. Rahul Dhir

Dear Rahul Dhir,

This has reference to your Appointment Letter No. 20190604/PIC/825 dated 04 Jun 2019, you will be eligible for following One-Time Relocation Benefit

1. Relocation Travel for self, spouse and children - .

- a. If the journey is less than 6 hours is Train Fare (I or II class A/C).
- b. If more than 6 hours journey is Airfare Economy.

2. Accommodation for 28 days at our company Guest House. (Eligible Hotel Category & daily allowance subject to actuals for 28 days, to a max. of Rs.200/- per day if Guest House not available.

3. Re-imbursement of relocation allowance -

- a. If less than 1500 Kms = Rs. 25,000/-.
- b. If more than 1500 Kms = Rs. 35,000/- payable on actuals.

The amount would include Transportation of household effects/packing & insurance +1 Months House Rent as brokerage.

Relocation expenses would be reimbursed to you on submittal of bills / receipts.

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Philips India

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keep in my possession, recreate or deliver to anyone else, any and all Confidential Information belonging to Company and/or its clients and all copies thereof in my possession or under my control.

7. I understand and agree that I am fully aware of Due Diligence Process which is a mandatory process for screening all external / third party agencies which Company is required to monitor before continuing / starting the business with them. I undertake to do all the steps required, if applicable, to my division, including but not limited to filling of Standard Data Request Form (SDRF), Request for Questionnaire (RFQ) along with all other steps required to be completed for Internal and External Screening for Distributors / Agents / Suppliers / Consultants or any other third party dealing either directly or indirectly with any semi Government or Government body and agree to adhere to all the actions to be followed by me as per the Due Diligence Process.
8. I understand and agree that I am fully dedicated to proper fulfillment of my job and will avoid any real or potential **conflict of my personal or business activities and financial interests** with that of Company. I shall not involve myself in any commercial engagement outside Company and any financial interest (direct or indirect such as via a family member or acquaintance) which could give rise to a conflict of interest and shall promptly disclose the same in writing to next level of management and the respective GBP Compliance Officer. I also agree not to use Confidential Information other than in the course of performing the services as an employee of Company or to derive any personal gain from Confidential Information
9. In the event of any failure on my part in complying with the terms hereunder, I agree and undertake that I shall at all times, hereafter keep Company fully indemnified against any losses, damages or claims of any nature whatsoever arising directly or indirectly from a breach of the terms of this undertaking by me.
10. I have read and understood the Code of Conduct, General Business Principles and Directives of Company, available on Philips intranet site at <http://pww.ethics.philips.com/> and briefly tabulated herein below. I agree to adhere and abide by them and I understand that any failure to do so may result in termination of my contract.

GBP Principles	GBP Directives
General commitment.	Labor standard and Human Rights.
Commitment towards shareholders.	Export control and sanction/ Health and safety.
Commitment towards customers.	Gifts / Payment to third parties.
Commitment towards employees.	Engagement outside Philips / Employees and employment conditions.
Commitment towards suppliers/business partners.	Bribery and illegal payment/ Dealing with government parties and politician.
Protecting Assets and Information.	Money laundering/ Antitrust.
Business Integrity/ Observance of the General Business Principles.	Protection of Information and use of information and communication assets/ Advertising/ Privacy and data protection.
Financial Code of Ethics / Supply Management Code of Ethics / Whistleblower Policy.	

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This document supersedes any other document signed between Company and the undersigned in relation to the subject matter hereof. This may not be modified or terminated, except by partially or wholly written authorization signed by an Authorized Signatory of Company.

"I hereby agree that I have read and understood the terms and conditions of the aforesaid Undertaking as also the repercussions of the breach thereof. I further confirm that a copy of this undertaking duly signed by me has been retained with me for my record."

Accepted By

For Philips India Ltd



Rahul Dhira

Employee ID /SC No. : 40017910

Sunit
Wankhede

Digitally signed by
Sunit Wankhede
Date: 2019.06.04
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Sunit Wankhede

Philips People Services Manager

Philips India

Dated : 17-06-19

Philips India Limited (formerly "Philips Electronics India Limited")
Philips Innovation Campus
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TECHNOLOGY UNIVERSITY, C=IN

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I accept Cypress' offer and agree to all of the terms described in this letter:

Signature:

Date:

24-07-2018

Expected Start Date:

07-January-2019



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5. ILLNESS

- 5.1 In the event that you are prevented from performing your duties under this Agreement as a result of illness, injury or other incapacity, you shall be required to give notice thereof to the Company at the earliest possible opportunity.
- 5.2 During a period of illness or incapacity, you shall (i) comply with all provisions of Indian law regarding illness or disability, (ii) follow all instructions or directions of the Company and/or other authority so designated by the Company, if any, and (iii) co-operate with a medical examination by a physician to be appointed by the Company, if such examination is required by the Company in addition to (i) and (ii) hereof.
- 5.3 During the first twelve months of continuous service and during every subsequent twelve months of such continuous service, you shall be entitled to take sick leave for a period not exceeding 15 days, on the ground of your illness, injury or any other reasonable incapacity. Such leave cannot be carried forward into the next year and will lapse at the end of each year.
- 5.4 Sick leave shall be granted only on pro rata basis, subject to a maximum of three days at a time.

6. DUTIES AND OTHER ACTIVITIES

- 6.1 You shall in all respects carry out and use your best endeavors in carrying out the objectives of the Company and protect its interest in all things to the best of your ability and judgment and devote the whole of your time and attention to the business of the Company.
- 6.2 You are not allowed to undertake other work or business related activities, except with the prior written consent of the Company, and whether or not you receive financial compensation for these activities.
- 6.3 Within the first 30 days of your employment, you are required to be trained on the Code of Business Conduct and Ethics. The training is online and is available through Cypress University, on the Cypress Intranet.

7. PLACE OF WORK

- 7.1 Your place of work will be at the Company's office in Bangalore. The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.
- 7.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom the Company 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.

8. RULES AND REGULATIONS

- 8.1 In addition to the terms and conditions of employment specifically stated herein, you shall also be governed by the rules, regulations and other practices, systems, procedures and policies framed, amended, modified or updated by the Company from time to time.



8.2

Your employment shall also be governed by statutory laws enacted by Central or State

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SOKKALINGAM ARUNACHAL CHANDRAN
EMPLOYEE ID: 4517160050543
42067800000412205786 / SSK / India / PGPACM4570009
Phone: 9600058716-41800000 / 9600058716-41800000
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Annexure A

Proprietary Information and Inventions Agreement

As a condition of my continued employment by Cypress Semiconductor India Private Limited, having its registered office at # 65/2, Bagmane Tech Park, Block 'C', "Bagmane Laurel", C.V. Raman Nagar, Bangalore – 560093, together with any of its successors or assigns (collectively, the "Company"), and in consideration of my future employment relationship with the Company, and my continued receipt of the compensation paid to me by the Company, I agree to the following:

1. Proprietary Information

I acknowledge and agree that during the term of my employment with the Company and thereafter I shall not use, except for the benefit of the Company, and shall not disclose to any third party any Proprietary Information (as defined below) except as necessary to perform my responsibilities for the Company and in each case pursuant to confidentiality agreements at least as protective of such information as this Agreement. "Proprietary Information" means any information that the Company treats or considers as proprietary or confidential, including Inventions, third party information, research plans and results, unreleased products and services, supplier lists, customer lists, prices, costs and other financial information, market analyses, technical notebooks, manuals and documentation, development plans, marketing and business plans, agreements with third parties, budgets, human resources data, information regarding the skills and compensation of Company employees and contractors, and other non-public information regarding the Company available to me or developed by me during the term of my employment with the Company. I further acknowledge that as between the Company and me all Proprietary Information, and all improvements or modifications thereto, is and shall be owned exclusively by the Company.

2. Inventions

(a) **Definition of Inventions.** For purposes of this Agreement, "Inventions" means all inventions, methods, processes, works of authorship, ideas, concepts, know-how, and trade secrets, whether or not patentable or registrable under copyright or similar laws, including: software (in any form including source code and object code), algorithms, application programming interfaces (APIs), apparatus, circuit designs and assemblies, technical and business data, databases and data collections, designs, diagrams, documentation, drawings, flow charts, formulae, gate arrays, materials, development plans, designs and brand elements, models, network configurations and architectures, photomasks, procedures, protocols, schematics, semiconductor devices, specifications, subroutines, techniques, test vectors, tools, user interfaces, developments and derivative works with respect to any of the foregoing, and any other forms of technology.

(b) **Assignment and Disclosure of Inventions.** To the extent not already assigned by me to the Company, I hereby assign and agree to assign to the Company, or its designee, all right, title and interest throughout the world in and to any and all Inventions that I conceive (or have during my employment conceived), make (or have during my employment made), or reduce to specific form, (or have during my employment reduced to specific form) either alone or jointly with others, during the period of my employment by the Company (collectively, "Employment Inventions"). I will promptly disclose to the Company all Employment Inventions.

(c) **Assistance.** I agree to take all actions requested by the Company and to otherwise cooperate with and assist the Company or its designee as necessary to obtain, perfect and enforce the Company's rights in the Employment Inventions, including and any proprietary rights relating thereto, in any and all countries, including the disclosure to the Company of all pertinent information and data with respect thereto, the execution of applications, ~~Signatures Not Verified~~, assignments, recordations, and other instruments (collectively, "Instruments"). ~~Signature Not Verified~~ Company shall deem necessary in order to apply for, obtain, perfect, maintain, enforce, license, defend, and in order to assign and convey to the



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The parties hereto have entered into this Agreement as of the date first set forth below.

**CYPRESS SEMICONDUCTOR
TECHNOLOGY INDIA PRIVATE
LIMITED**

EMPLOYEE

Rajesh Toranagatti

Ramya R



Signature



Signature

Date: July 24, 2018

Date: July 24, 2018

Address:

#65/2, Bagmane Tech Park, Block 'C',
"Bagmane Laurel", C.V. Raman Nagar,
Bangalore – 560093

Address:

Mysore



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Phone=6201058764, email=jss@jss.ac.in, o=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, c=IN

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Annexure B

	Name	Ramya R	
	Job Title	Software Engineer	
	Department	MCD: Wireless - Software - INDIA	
	Supervisor Name	Kauşik Sinnaswamy	
	HR Business Partner	Sree Balaji	
		Monthly	Annual
	Basic	26,717.17	320,606.00
	House Rent Allowance	13,358.58	160,303.00
	Conveyance Allowance	1,600.00	19,200.00
	Leave Travel Allowance	2,226.43	26,717.17
	Other Allowance	21,640.74	259,688.83
A	Base Salary	66,792.92	801,515.00
	PF Employer's contribution		38,472.72
	Group Gratuity Plan		38,534.38
	Group Mediclaim Insurance Premium		18,208.00
	Group Personal Accident Insurance Premium		780.14
	Group Life Insurance Premium		737.39
	Internet/Phone Allowance	655.00	7,860.00
	Lunch Allowance	1,100.00	13,200.00
B	Benefits	1,755.00	117,792.63
C	CIP (Variable.Bonus)		40,075.75
A+B+C	Total Annual Compensation		959,383.38



Compensation and Benefits Glossary:

Gross salary: The Gross salary structure is designed to be simple and transparent. Gross salary consists of the following components:

Basic salary: This is a notional concept based on which certain other components are derived. This is paid on a monthly basis and is taxable in accordance with applicable law.

House Rent Allowance: This component is paid on a monthly basis and is taxable subject to the provisions of Indian Income Tax Act. The employee has to furnish necessary rent receipts as requested by the Finance department for claiming tax exemption. Employees desirous of more information on taxation may refer to the Indian Income Tax Act Rules and Regulations in force.

Conveyance Allowance: This component is paid on a monthly basis and is tax exempt up to a maximum of INR 1,600 per month subject to applicable law. No bills are required to be provided by employees for the purpose of conveyance allowance.

Leave Travel Assistance: This component is paid annually. Leave Travel Assistance is for the purpose of vacation travel of employee and family to employee's native place. Expenses incurred for the purpose of vacation travel can be claimed as tax exempt by providing appropriate bills. It is to be noted that there are certain rules as provided in Indian Income Tax Act for claiming tax exemption for Leave Travel Assistance. Some salient rules are:

- An employee should be availing at least 5 days PTO for claiming LTA for vacation travel as tax exempt.
- Tax exemption is provided twice in a block of four years or once in a block of two years.

More information on rules for claiming tax exemption on Leave Travel Assistance may be obtained by referring to Indian Income Tax Rules and Regulations, in force,

Other Allowance: This is a balancing component equal to Gross salary minus (Basic salary + House Rent Allowance + Conveyance Allowance + Leave Travel Assistance). Other Allowance is payable monthly and is a taxable component and is subject to applicable law.

Interest Free Loan Plan: All regular full-time employees of Cypress India are eligible to receive an Interest free loan up to INR 50,000, recoverable in twenty-four months and subject to applicable law. Employees are eligible for Interest free loan upon completion of six months of service in the company.

House Brokerage Reimbursement: Cypress India will reimburse house rental brokerage amount to all regular, full-time employees on settlement of house for residential purpose. Employees are eligible for house brokerage amount, once every 24 months.

Group Mediclaim Insurance: All regular employees are covered under Group Mediclaim Insurance policy (Hospitalization) coverage with National Insurance Company Limited for the purpose of claiming hospitalization expenses, when needed. The Coverage is of floater in nature for an amount of INR 500,000 for the entire family. The Company covers employee plus 5 dependents under this insurance policy. For married employees, dependents include spouse plus 2 children and Parents

Group Personal Accident Insurance: All Cypress India regular employees are covered under Group Personal Accident Insurance, with coverage for the period of the employee's disability due to accident. The coverage is up to a maximum of 40 months of basic salary. Group Personal Accident Insurance coverage extended by Cypress is only for employees and not for families. The cost of premium for Group Personal Accident Insurance for each employee is borne by Cypress India



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Life Insurance: All regular employees are covered under Group Life Insurance policy with Life Insurance Corporation of India. The amount of coverage is a maximum of one year's gross salary of the employee. The company covers only the employees and not the families for Life Insurance.

Provident Fund: All regular employees are covered under the Employees Provident Fund Act. The Provident Fund benefit is applicable from the date of joining and is subject to applicable law. The contribution to Provident Fund is 12% of Basic salary, each from the employee and Cypress India. The employee's contribution to Provident Fund is deducted from the monthly gross salary.

Gratuity: As per Payment of Gratuity Act, 'Gratuity' is a statutory benefit payable in India by an employer to an employee leaving the company subject to

- a) Minimum period of 5 years of service
- b) 15 days' salary per year of service
- c) Maximum payout limit of INR 2,000,000



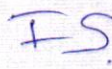
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You should be aware that Cypress, in its discretion, may decide to suspend the operation of the Plan and/or the ESPP at any time. If Cypress decides to change or terminate the Plan and/or the ESPP, you will not have any claims against Cypress or the Employer to receive RSUs or any other benefits equivalent to RSUs or to participate in the ESPP. You acknowledge that Cypress is not obligated to continue to grant RSUs or provide any other benefits to you or to permit you to participate in the ESPP.





Unit 5, 3rd Floor, Explorer Building
International Tech Park, Whitefield Road
Bangalore 560 066
India
Ph: 91-80-66283000, Fax: 91-80-41156076
info@iycha@aol.com

Riya Kumari
C/O Devki Nandan prasad & Co
Hate purani godown, Tekari Road
Gaya-823001, Bihar, India

We are pleased to appoint you to the position of **Associate Software Engineer** (External Designation corresponding to internal Career Level E1) with **APPLIED MATERIALS INDIA PRIVATE LIMITED (Company)**. You will be reporting to **Sandeep Krishnapur**. 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.

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.

2.1 Your cost to company (CTC) is INR 894586 per annum (Rupees Eight Lakh Ninety Four Thousand Five Hundred and Eighty Six only). A break up of your CTC is provided in Annexure I. The CTC includes the following components:

- B

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.

Page 1 of 12

Riya Kumar

Acceptance Signature

CIN No U74140KA2003FTC032243

Signature Not Verified

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Unit 5, 3rd Floor, Explorer Building
International Tech Park, Whitefield Road
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Info: india@amat.com

- 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

AMIND/HR/Employment Agreement

Page 2 of 12

Riya Kumari

Acceptance Signature _____

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Signature Not Verified

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TECHNOLOGY UNIVERSITY, C=IN

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APPLIED MATERIALS INDIA PRIVATE LIMITED

Unit 5, 3rd Floor, Explorer Building
International Tech Park, Whitefield Road
Bangalore 560 066
India.

Ph : 91-80-66283000, Fax 91-80-41156070

Info: India@amat.com

matters) which contain confidential information. You agree to return all such document, files, materials, other property of the Company and its parent, and any and all copies thereof, before termination of your employment.

4. Non-Compete:

Your employment with the Company shall be on an exclusive and full-time basis. You shall not, at any point of time during the course of your employment, including any notice period in terms of clause 9.1 below, take up employment or enter into any arrangements with any person that competes with the Company or the business of the Company ("Competitor") or render or engage in any activity that competes with the Company. You shall not engage in any acts or deeds which could be detrimental to the interests of the Company, tarnish the reputation of the Company or cause the Company to be involved in any legal, ethical or other controversy or any other acts are deeds that are in breach of the Company's policies. Further, where the Company is of the opinion that you have handled confidential information that may be prejudicial to the Company if it falls into the hands of a Competitor, the Company may require you not to take up employment or enter into any arrangements with a Competitor, whether in India or elsewhere in the world for a period of 1 (one) year from the date of termination of your employment.

5. Non-Solicitation:

You shall not for a period of 1 (one) year from the date of termination of your employment, directly or indirectly solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who is/was/has a client, marketing agent, vendor, partner, consultant, customer, potential customer, prospective employee or employee of, or is/was/has been dealing with the Company or any of its affiliates. You acknowledge and confirm that the restrictions in clause 4 and this clause 5 are a material term of this letter and that the Company has agreed to employ you, *inter alia*, specifically on the basis of this undertaking and commitment by you.

6. Ownership of Intellectual Property:

You agree that all inventions, improvements, developments and/or discoveries (whether or not patentable), and all works of authorship (whether or not copyrightable)(hereinafter collectively "Intellectual Property"), which you create or make as part of your duties within the Company, whether solely or jointly with another or others, shall be the sole and exclusive property of the Company and/or its parent Applied Materials, Inc. or its affiliates and subsidiaries and/or its customer/s or their respective successors, assigns or nominees as determined by the Company ("Owner"). All intellectual property created by you shall be regarded as having been made under a contract of service. You further agree that you shall promptly and fully disclose all such intellectual property and shall execute, acknowledge and deliver, upon request of the Owner and without further compensation, either during or subsequent to your employment, all instruments which are desirable or necessary to prosecute an application for and to require, maintain and enforce all patents, copyrights or registrations covering such intellectual property in all countries. Moreover, in consideration of your employment with the Company, you hereby convey, assign and transfer your entire economic and moral right, title and interest in and to such intellectual property to the Company and otherwise agree to cooperate as necessary to perfect the Company's rights and ownership therein. You agree that such assignment shall be perpetual, worldwide and royalty free. If, despite the above, you are deemed under applicable law to retain any rights including without limitation any moral rights, you agree to waive all such rights. You further agree that, notwithstanding the provisions of section 19(4) of the Indian Copyright Act 1957, the assignment in terms of this clause 5 shall not lapse nor the rights transferred therein revert to you, even if the company does not exercise its rights under the assignment within a period of 1 (one) year from the date of such assignment. You acknowledge and agree that you will waive any right to and shall not raise any objection or claims before the copyright board with respect to the assignment, pursuant to section 19A of the Indian Copyright Act, 1957.

AMIND/HR/Employment Agreement

Page 3 of 12

Riya Kumari

Acceptance Signature

CIN No: U74140KA2003FTC032243

Signature Not Verified

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Unit 5, 3rd Floor, Explorer Building
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Bangalore 560 065
India
Ph: 91-80-66283000, Fax: 91-80-41156070
Info: india@amsat.com

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

Riya Kumari

Acceptance Signature _____

CIN No. U74140KA2003FTC032243

Signature Not Verified

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TECHNOLOGY UNIVERSITY, C=IN

Unit 5, 3rd Floor, Explorer Building
International Tech Park, Whitefield Road
Bangalore 560 085
India
Ph. : 91-80-66283000, Fax 91-80-41156070
Info_India@amati.com

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

AMIND/HR/Employment Agreement

Page 5 of 12

Acceptance Signature _____

CIN No. U74140KA2003FT0002243

Signature Not Verified

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Unit 5, 3rd Floor, Explorer Building
International Tech Park, Whitefield Road
Bangalore 560 066
India.
Ph. : 91-80-66283000, Fax 91-80-41156070
Info. India@amat.com

letter, your employment with the company, and your performance and your proposed duties to the company in the development of its business will not violate any obligations you may have to your former employer or other entity. If you have signed a non-compete agreement with a prior employer, you have provided a copy of that agreement to the company's human resources department. You further agree that you will not use or disclose any confidential information belonging to any of your former employer(s) or other entity during your employment with the company.

17. Obligation to Notify New Employer:

To enable the company to evaluate and ensure your compliance with the obligation imposed by this letter, you agree to notify the company in writing, upon the resignation of your services with the company for any reason, the identity of your new employer, as well as your new position title and responsibilities. At the sole discretion of the company, the company may initiate appropriate action, including but not limited to, the following:

- 17.1 Ending your employment immediately subject to providing you payment in lieu of notice, if required by this letter or by law.
- 17.2 Completing an exit process including conducting exit interview/s, as applicable and per the existing processes and practices. You hereby undertake to sign on any additional and/or specific confidentiality terms or obligations, as needed, depending on the circumstances of your departure. Further you agree to continue to inform the company in writing anytime you accept or change employment for any reason during the twelve (12) months following termination of your employment with the company.

18. Entire Agreement:

These letters along with the annexures attach here to and the other incorporated documents constitute the entire agreement regarding your new assignment. It is entered into without reliance on any promises or representations other than those included in this letter. It supersedes any such prior promises or representations.

19. Consent for Collection of Sensitive Personal Information:

In terms of the "Privacy Policy" of the company you are requested to sign the attached consent notification form (Annexure IV) to consent to collection of sensitive personal information by the company. For details of handling of such sensitive personal information collected by the company, please refer to "Privacy Policy".

20. Miscellaneous:

- 20.1 Each covenant contained in this letter shall be construed as a separate covenant and if one or more of the covenants is held to be against public interest or unlawful or in any way in unreasonable restraint of trade, the remaining covenants shall continue to bind you.
- 20.2 If any covenant contained in this letter would be determined as void but would be valid if the period of application were reduced or if some part of the covenant were modified, the covenant in question shall apply with such modification as may be necessary to make it valid and effective.
- 20.3 You shall be bound by all the general terms and conditions applicable to employees of the company under the applicable law and company's policies. Any clarification on the terms and condition set forth in this employment letter shall be governed by the latest company HR Policy Manual which shall be deemed to be incorporated into this letter by reference.
- 20.4 You agree that the provisions of this letter are reasonable in view of the nature of the company's business and the high degree of the sensitivity of your employment with the company given the nature of the duties and responsibilities and the information and other details that you will have access to while in the employment in the company. You also agree that your employment by the company and salary and benefits under this letter are sufficient consideration for the covenants and other obligations contained in this letter.

Riya Kumari

Acceptance Signature

CIN No U74140KA2003FTC032243

Signature Not Verified

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TECHNOLOGY UNIVERSITY, S-H

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Unit 5, 3rd Floor, Explorer Building
International Tech Park, Whitefield Road
Bangalore 560 066
India
Ph.: 91-80-86283000, Fax: 91-80-41156070
Info: India@amat.com

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

COST TO COMPANY	894,586	
Break up of Cost to Company (CTC) in INR		
	Annual	Monthly
BASE SALARY	750,205	62,517
Basic Salary	412,613	34,384
House Rent Allowance	165,045	13,754
Leave Travel Concession	34,359	2,863
Lunch Coupons	24,000	2,000
Special Allowance	114,188	9,516
RETIRALS	69,361	5,780
PF Employer Contribution	49,514	4,126
Contribution to Gratuity	19,847	1,654
INCENTIVES		
Discretionary Bonus Incentive Plan (@ 10% of base)per annum**	75,021	-----

** Following conditions apply:

- Discretionary Bonus Incentive (DBI) is paid out on the basis of Individual Performance & Performance of the Organization. The DBI mentioned as part of the CTC is a target incentive amount and can vary depending on personal performance, annual performance of the organization and program guidelines.
- DBI amount if applicable is paid out once in a year and is subject to applicable tax.
- DBI shall be paid at the absolute discretion of Applied, and shall not justify any legal claim on your part or your legal representatives, even if such payment was made repeatedly and without any explicit reservation as to its voluntary nature.
- Applied reserves the right to withhold the Incentives Program or withdraw any such payment at any time.
- This salary offer has factored in the increase you would have received at the next Focal process. Following 2018, your salary will be reviewed annually through Applied's Focal process and may be adjusted based on your pay positioning against the salary structure for your Level and Job Family.

Riya Kumar

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Annexure II: Benefits

Benefit	Per Annum Per Employee Coverage
Hospitalization cover for self and dependent family (Group Family Floater for self, spouse, children and dependent parents) with cashless hospitalization facility	Employee Policy: INR 500,000 (100% premium paid by company)
	Voluntary Parent Policy: INR 500,000 (75% premium paid by company & 25% premium paid by employee)
	Employee Top up Policy: INR 200,000 or INR 300,000 (100% premium borne by employee)
Personal Accident and Disability Cover for self only	INR 1,500,000
Group Life Insurance Term Cover for self only	2 times base salary or INR 2,500,000 whichever is higher
Health Club Facility at any recognized health/sports center.	INR 12,000
Transportation (Commuting Passes/Parking Passes or Shift Cabs)	Maximum limit for commuting pass will be as per the prevailing rates of the most economic mode of public transport available in the city.
Employees have the option to choose between basic health screening or comprehensive/cancer screening packages with a corporate health partner. Additional tests are available at corporate discounted rates.	
Maternity Leave: As per statute, female employees can avail • Maternity leave of 26 weeks for the first 2 children & 12 weeks from the 3rd child. • 12 weeks of maternity leave for "commissioning mothers" and "adopting mothers" for a child below the age of 3 months from the date of adoption / commissioning	
Retraire (also included in your Cost to Company Salary Breakup)	
Provident Fund	As per statute, i.e. 12% of basic salary
Gratuity (Payable on exit after a minimum of 2 years' service with Applied Materials India based on last drawn basic salary)	As per statute, i.e. 4.81% of basic salary
Tuition Assistance Program	
A development allowance for further education, professional or technical certification.	All RFT employees will be eligible for a maximum INR 200,000 for every year of employment per the AMAT fiscal year.
ESPP (Employee Stock Purchase Plan)	
All employees as per this plan can participate in the purchase of AMAT stock at a minimum 15% discount; employees can purchase stock up to a max of 25% of their base salary, subject to a maximum per purchase period and additional terms of the plan. For more details please refer to the HR Web site	

- Please note that the benefits package can be modified, changed or withdrawn without any notice or explanation, at the sole discretion of Applied Materials India Management. All benefits are against actual expenditures and cannot be en-cashed.
- Please refer to AMIND HR Policy Manual for additional details regarding benefits.
- The controlling terms and conditions of the ESPP (and other benefit plans or programs) are found in the respective plan or program documents.

AMIND/HR/Employment Agreement

Page 9 of 12

Riya Kumari

Acceptance Signature _____

CIN No: U74140KA2003FTC032243

Signature Not Verified

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Annexure IV: Consent for Collection of Sensitive Personal Information

You hereby consent to the collection, processing, disclosure and transfer of your Personal Information (as defined in the Privacy Policy), including Sensitive Personal Information (as defined in the Privacy Policy), by the Company in accordance with the Privacy Policy of the Company, and specifically agree:

- that you are aware of and consent to the collection of Personal Information, including Sensitive Personal Information, about you by the Company;
- that the Company is collecting your information for lawful purposes as stated in the Privacy Policy and that collection is necessary for those purposes;
- that the Company may disclose or transfer your Personal Information, including Sensitive Personal Information, as indicated in the Privacy Policy and that you consent to such disclosure or transfer;
- that the Company will retain information collected about you for no longer than required for the lawful purpose for which it will be used or as required by law;
- that the Company will use information collected about you only for the stated purpose for which it has been collected;
- that you may review information provided by you and may correct or amend inaccurate or deficient information;
- that you have the option not to provide the information sought by the Company and that you may withdraw your consent; and
- that you may contact AMIND's Data Privacy Officer, currently Abhay Singh, whose contact information is provided in the Privacy Policy, if you have any questions or grievances related to collection, processing, disclosure or transfer of Personal Information about you.

DECLARATION

I hereby consent to the collection, processing, disclosure and transfer of my personal information for the above mentioned purposes.

Candidate Name

RIYA KUMARI

Riya Kumari 19/06/19
(Signature & Date)

AMIND/HR/Employment Agreement

Page 12 of 12

Riya Kumari
Acceptance Signature

CIN No: U74140KA2003FTC032243

Signature Not Verified

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Phone=+919502038714, c=IN, o=S&T, ou=REGISTRAR, ou=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, cn
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Sandesh H Bhat

#4991, 7th Main, 7th Cross, Vijayanagara 2nd Stage, Mysuru

Dear Sandesh H.

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 Jithesh M R. 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.
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

Bethi.

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name:

Employee
Sandesh H Bhat

Signature:

Date:

Sent
3/01/189

Signature Not Verified

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02.02.2024 22:35



Hewlett Packard Enterprise

12. This offer of appointment is conditional upon successful background checks (which may include **criminal checks**, verification of previous employment, education verification, **credit check** and appropriate identification verification) being conducted either by HPE or an appropriate third party, and the results of such background checks being favorable in HPE's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by HPE.

We look forward to having you join us and wish you a fruitful training with us.

Agreement Regarding Confidential Information and Proprietary Developments India

Sandesh H Bhat

- 1. Consideration and Relationship to Employment.** As a condition of my employment with Hewlett Packard Enterprise or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.
- 2. Confidential Information.** This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (hereinafter "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:
 - (a) to use such information only in the performance of Company duties;
 - (b) to hold such information in confidence and trust; and
 - (c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

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

FOR Company

Shalini

Shalini Dutta
APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: Sandesh H Bhat

Signature: *Sandesh*

Date: 3/01/19

Signature Not Verified



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TECHNOLOGY UNIVERSITY, 15

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Hewlett Packard Enterprise

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

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

- (a) to disclose them promptly to Company;
- (b) to sign any assignment document to formally perfect and confirm my assignment of title to Company;
- (c) to assign any right of recovery for past damages to Company; and
- (d) to execute any other documents deemed necessary by Company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all countries, in Company's name and at Company's expense.

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

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

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

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

FOR Company

Shalini

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: Sandeep H Bhat

Signature: *Sandeep H Bhat*

Date: 3/01/19

Signature Not Verified



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TECHNOLOGY UNIVERSITY, CH

02.02.2024 22:35

Hewlett Packard Enterprise

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

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

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

(a) **No Solicitation of Customers.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with any customer of Company in pursuit of a Competing Line of Business if I either had business-related contact with that customer or received Confidential Information about that customer in the last two years of my employment at Company;

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

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

As used here, "**Competing Line of Business**" includes a business that involves a product or service offered or to be offered by anyone other than Company that would replace or compete with any product or service offered or to be offered by Company or its related corporations (unless Company and its related corporations are no longer engaged in or planning to engage in that line of business).

"**Company Employee**" means an individual employed by or retained as a consultant to Company or its related corporations. "**Company Supplier**" means an individual, corporation, other business entity or separately operated business unit of an entity that regularly provides goods or services to Company or its related corporations, including without limitation any OEM, ODM or subcontractor.

FOR Company

Shalini

Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: Sandeep H Bhat

Signature: *Sandeep H Bhat*

Date: 3/01/19

Signature Not Verified



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TECHNOLOGY UNIVERSITY, ST=KA

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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.

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.

Bethi.



JSS
SCIENCE AND
TECHNOLOGY
UNIVERSITY
RAICHUR

Name: Gandesh H Bhat

Signature: Sue H
Date: 3/01/19

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TECHNOLOGY UNIVERSITY, C=IN



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.



Name: Sandeep H Bhat

Date: 3/01/19

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TECHNOLOGY UNIVERSITY, C=IN

Sanjana Ms
#18 , Block-3 , J.S.S Nagara , Mysuru-570029,Karnataka

Siemens Healthcare Private Limited

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

Dear Sanjana,

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.

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.**

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

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

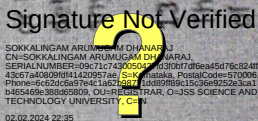
Registered Office: Unit No. 9A, 9th Floor, North Tower, Godrej One, Pirojshah Curre, 15th Avenue, Vikhroli East, Mumbai – 400 079
India. Telephone +91 22 33700600. Fax +91 22 33700854. Other Offices: Bengaluru, Cochin, Hyderabad, Kolkata, Lucknow, New Delhi, Pune, Chennai
Signature Not Verified
PAN: AABCC7496D. GST Identification number: U74999MH2015PTC264859

Signature Not Verified





Classed by ComCannon



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.

General Lee's Army

In accordance with the provisions of the Companies Act 1956, you are required to disclose your relations with 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.

291

10. 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.

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 RBEL 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.

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.

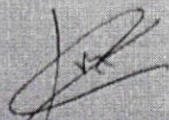
To confirm your acceptance, you are requested to communicate the acceptance of this offer within 7 days from the date of receiving this letter, to your placement officer.

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

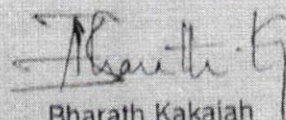
Please note, you are not eligible for company sponsored accommodation, therefore, you are advised to identify your suitable accommodation facility in advance of your joining.

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 ARUN K J
CHIEF EXECUTIVE OFFICER
SERIAL NUMBER: 0967127430050
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Phone: 92204557941822580
60548638048309 CHIEF REGISTRAR, OJSS SCIENCE AND
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KARBN19105615996

NEFT of Rs.5,000.00 from a/c no.XX3301 is processed successfully.

3863.27

15-04-2019

03:45:38 PM



OK

Signature Not Verified

MARK AS FAVORITE

**Feeded with
Stitch & Share!**



Offer: Computer Consultancy
Ref: TCSL/CT20182375225/Bangalore
Date: 24/09/2018

Ms. Seema K
#24125th Cross,
K.G.Koppalu,
Mysuru-571101,
Karnataka.
Tel# -7353823297

Dear Seema K,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/CT20182375225

1



TATA CONSULTANCY SERVICES

Signature Not Verified
SOKKALINGAM ARUN K M DHANARAJ
DINESH KALINGAM ARUMUGAM DHANARAJ
CHANDRAN K S
TCSL/CT20182375225/Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 6724 7001
Phone: 91 80 6724 7001 Email: careers@tcs.com
02.02.2024 22:35

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 29 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.

TCS Confidential

TCSL/CT20182375225

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TATA CONSULTANCY SERVICES

Signature Not Verified
SOKKALINGAM ARUN M DHANARAJ
2357649020001420957ae547a0a0d Postal Code: 570002
Phone: 91 80 6724 7000 Fax: 91 80 6724 7001
TECHNOLOGY DIVISION
VYDEHI RC-1 BLOCK, 82, EPIP, Mysore, 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 295 3111 Email: careers@tcs.com



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

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

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

CITY ALLOWANCE

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,

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02/02/2024 22:35

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

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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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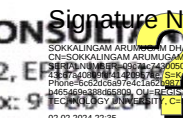
VYDEHI RC-1 BLOCK, 82, EPB, 2nd Floor, Bangalore 560 066 India

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

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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.

2. Disclaimer

3. Training Period

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



unsatisfactory, TCSL may terminate your traineeship forthwith.

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

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6



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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 299 3111 Email: careers@tcs.com

Signature Not Verified

SOKKALINGAM ARUN K M DHANARAJ

CHIEF OF TRAINING & DEVELOPMENT

Phone: 91 80 6724 7000 Fax: 91 80 6724 7001

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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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SOKKALINGAM ARUNACHALM DHANARAJ
CHENNAI KALIVANJALU, CHENNAI 600052, INDIA
433674, 080944142495707, SSK, Mumbai, Postcode: 400002
VYDEHI RC-1 BLOCK, 82, EPIP, 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 3009 3111 Email: careers@tcs.com





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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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
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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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9



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VYDEHI RC-1 BLOCK, 82, EP, 14th Floor, 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 302 3111 Email: careers@tcs.com

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SOKKALINGAM ARUNMATHAN

CHIEF MANAGER, TCSL

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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.



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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11

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SOKKALINGAM ARUN M DHANARAJ
CIN:SOKKALINGAM ARUN M DHANARAJ
DOB: 18-09-1980
Phone: 91-9866666666 Email: careers@tcs.com

02.02.2024 22:35
VYDEHI RC-1 BLOCK, 82, E, 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 49 3111 Email: careers@tcs.com





GROSS SALARY SHEET

Annexure 1

Name	Seema K
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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 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 09 3111 Email: careers@tcs.com

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 SOKKALINGAM ARUN K M DHANARAJ
 CHESOKKALINGAM ARUMUGAM DHANARAJ
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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



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:

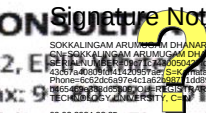
(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection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

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SCIENCE AND
TECHNOLOGY
UNIVERSITY



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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16

TATA CONSULTANCY SERVICES



Signature Not Verified
SOKKALINGAM ARUN, CHANDAN N
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 309 3111 Email: careers@tcs.com
BANGALORE 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 6724 7001 Website: www.tcs.com
02/02/2019 12:15



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.



4 Dec, 2018

PRITHVI ANIL PAI

D/no 389/330 Near Railway Gate Rampur Badavane, Sagar
India

Dear PRITHVI ANIL,

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 Rajagopal Santhanakrishnan. 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

Methi

Shalini Dutta

APJ Technology & Services Talent Acquisition Manager

FOR Employee

Name: _____

Signature: _____

Date: _____

Signature Not Verified

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OFFER CUM APPOINTMENT LETTER

Shailaja Biradar
H no:11-1400-17p Biddappur Colony Jadhav Layout, kalaburagi
Kalaburagi – 585103
IND

Dear Shailaja,

On behalf of **Amazon Internet Services Private Limited**, a company incorporated under the laws of India, having its registered office at Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi - 110019, Delhi (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Cloud Support Associate** at **Bangalore**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **10 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **13-Jul-2019**.

2. Duties

- 2.1 You will be employed in the position of **Cloud Support Associate**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.
- 2.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.

1

REGISTERED OFFICE :

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

Tel. : + 91 - 80 - 3320 0000 / +91 - 80 - 3062 5685

CIN : U72200DL2011PTC026353

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5.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies and Procedures/ Confidentiality, Non-competition and Invention Assignment Agreement, or your failure to return Amazon India's property.

5.3 You will also receive a sign-on bonus of Rs.300,000 for the first year and Rs.200,000 for the second year, which will be paid in twelve monthly instalments, starting at the end of your first month of employment, subject to your continued employment with the Company. The said bonus amount will be payable in accordance with the Company's standard payroll practice and subject to withholding applicable taxes. If your employment with the Company is terminated for any reason during your first two years of employment, the said monthly payments will cease after the date of termination and you will not be entitled to any further payments.

6. Provident Fund

Amazon India will contribute to a Provident Fund as and when required by the Employees' Provident Fund and Miscellaneous Provision Act, 1952, and as further described in Amazon India's Policies and Procedures.

7. Leave

Amazon India will grant you leave as provided in Amazon India's Policies and Procedures. All leave scheduling and organisation will be arranged to ensure smooth business operation; your manager's approval is required prior to your scheduling or changing any leave.

8. Confidential Information

During your employment, you will have access to highly confidential information of Amazon India. Even the work done by you for Amazon India is highly confidential. You are required to execute a Confidentiality, Non-competition and Invention Assignment Agreement for protection of such confidential information. Your employment is, therefore, subject to and conditional upon you signing and returning the Confidentiality, Non-competition and Invention Assignment Agreement to Amazon India and complying with the terms thereof, at all times.

9. Non-Solicitation

9.1 During your employment with the Company and for a period of 12 months from the date of termination thereof, you shall not solicit or cause or authorize, directly or indirectly, to

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REGISTERED OFFICE :

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

Tel. : + 91 - 8520001227638

CIN : U72200DL2012027638

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Phone=+919068744148555 Email=CHESRALINGAM@JSS-SCIENCE-AND-TECHNOLOGY-UNIVERSITY.COM
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amazon® Internet Services
Private Limited

- (ii) have violated or are in breach of any of the terms of this Offer cum Appointment Letter or Amazon India's Policies and Procedures;
- (iii) have been grossly negligent, or have neglected your duties, or have underperformed your duties, or have performed your duties in a manner unacceptable to Amazon India;
- (iv) have suppressed any information or submitted false information with the view to obtain employment in Amazon India;
- (v) are convicted for any offence under any law for the time being in force in any jurisdiction;
- (vi) commit any act detrimental to the interest of Amazon India;
- (vii) abstain from work for seven consecutive days without informing Amazon India; and/or
- (viii) are in breach of any of the terms contained in the Confidentiality, Non-competition and Invention Assignment Agreement.

12.3 On the termination of your employment for any reason whatsoever, you will return to Amazon India, without delay, all assets belonging to Amazon India, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Amazon India or relating to its business affairs or dealing which are in your possession or under your control. At Amazon India's option, you agree to provide a written certification of your compliance with this Section. Further, you agree to sign a termination certificate in accordance with Amazon India's Policies and Procedures, which will reaffirm your compliance of your post-termination obligations, including return of Amazon India's property/properties and compliance with the provisions of the Confidentiality, Non-competition and Invention Assignment Agreement and releasing Amazon India from all claims, liabilities and obligations. Where Amazon has made any excess payment to you as part of your relieving formalities, whether or not such excess payment is termed "Full and Final Settlement", you shall be obligated and liable to repay such excess amount forthwith upon being notified by Amazon.

13. **Gratuity**

Gratuity will be paid as and when required by the Payment of Gratuity Act, 1972 and as further described in Amazon India's Policies and Procedures.

14. New Hire Background Investigation

14.1 It is Amazon India's policy to investigate all its new hires. Your employment is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by Amazon India being successfully completed.

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REGISTERED OFFICE :

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

Tel.: + 91 - 80 - 3062 5685

CIN : U72200DL2511503227638

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02/02/2024 22:35



**Internet Services
Private Limited**

All notices issued by you to the Company or by the Company to you shall be sent either by registered post, courier through a recognised courier service provider or email transmission which shall be deemed to have been received the next working day provided the notice is also sent by registered post the next working day after email transmission.

18. Waiver

Failure of the Company to insist upon strict adherence of any term of this Offer cum Appointment Letter on any occasion/s shall not be considered a waiver thereof or deprive the Company of the right thereafter to insist upon strict adherence to that term or any other term of this Offer cum Appointment Letter.

19. Severability

The holding of any provision of this Offer cum Appointment Letter to be illegal, invalid, or unenforceable by a court of competent jurisdiction shall not affect any other provision hereof, which shall remain in full force and effect.

20. Assignment

Except as otherwise provided in this Section, this Offer cum Appointment Letter shall inure to the benefit of, and be binding upon you and your heirs, representatives, successors and assigns. Neither this Offer cum Appointment Letter nor any right or interest hereunder shall be assignable by you or your legal heirs, beneficiaries or legal representatives without the Company's prior written consent. This Offer cum Appointment Letter shall be assignable by the Company to a subsidiary or affiliate of the Company; or to any corporation, partnership, or other entity that may be organized by the Company, as a separate business unit in connection with the business activities of the Company; or to any corporation, partnership, or other entity resulting from the reorganization, merger or consolidation of the Company with any other corporation, partnership or other entity, or any corporation, partnership, or other entity to or with which all or any portion of the Company's business or assets may be sold, exchanged or transferred.

21. Employer – Employee Relationship

The relationship between the Company and you hereunder shall be solely that of an employer and employee and no modification of responsibility or compensation made hereinafter shall be construed so as to constitute the relationship of partners or joint venturers or so as to as to construe you as an independent contractor of the Company.

22. Liability for Breach

REGISTERED OFFICE :

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

Tel. : + 91 - 80 - 3342 0999 x : +91 - 80 - 3062 5685

CIN : U72200DI27638

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amazon® Internet Services Private Limited

Your obligations under Sections 9, 10, 12, 18, 19, 20, 22, 23, 24 and this Section 27 hereof shall survive the termination of this Offer Cum Appointment Letter and of your employment with the Company.

9

REGISTERED OFFICE :
Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi - 110019, Delhi
Tel. : + 91 - 8860 9341 0 / 8860 9341 1 / 8860 9341 2 / 8860 9341 3 / 8860 9341 4 / 8860 9341 5 / 8860 9341 6 / 8860 9341 7 / 8860 9341 8 / 8860 9341 9 / 8860 9341 0 - 3062 5685

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Phone=+910820487643, Email=jss@jss.ac.in, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

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Shailaja B
USN:- 4JC15ISO46

Branch :- ISE

August 31, 2018

Dear Shailaja B,

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

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

2. Remuneration Package: Annual Fixed Compensation: You are being offered a Total Annual Fixed Compensation (inclusive of standard company benefits) of Rs. 500,000 (Rupees. Five Hundred Thousand only) Please refer Annexure 1 for details. You are liable to pay all taxes and liabilities as required under Indian Tax Law. With the exception of the obligation to withhold taxes from your remuneration, the Company assumes no responsibility for your personal tax affairs.

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

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

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

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

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

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

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

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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- **Probation and Confirmation:**

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Annexure 1

Name: Shailaja B
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

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TECHNOLOGY UNIVERSITY, C=IN

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, Shailaja B, accept the job offer of

Software developer by OT Privacy Software Private Limited

Signature: S. Sreedar

Date: 4/9/18

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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Phone=+919321048744, Email=arunachal@jss.ac.in, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

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**>
accenture**

Shamant Kashyap N
4JC15IS064
Information Science

Shamanth Kashyap Narasimha Swamy
Nagaraghatta (V), Santebachahalli (H), Krishnarajapet (tg)
9880308796

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

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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Signature Not Verified

Reference Id: e16441ac-73df-47e7-bd24-dda20
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.

- **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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TECHNOLOGY UNIVERSITY, C=in

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Shamanth .N. Dixit
45C15ISO47
Shamanth Dixit <dixitshamanth@gmail.com>
Information Science

Deloitte - Letter of Intent
1 message

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

Thu, Feb 28, 2019 at 6:27 PM

Deloitte in India | February 2019



Congratulations! You've been hired.
Read the Letter of Intent

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.

Signature Not Verified

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43c67a40809d041420957ae/S, O=Malaka, PostalCode=570006,
Phone=+91-94487441482, Email=ARUNMATHAN@JSS-SCIENCE-AND-
TECHNOLOGY-UNIVERSITY.COM, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY

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Sabre.

29 November 2018
Shubham Kaushik

Dear Shubham,

Congratulations! On behalf of Sabre, I am pleased to extend to you this offer of temporary employment as an Intern. On acceptance, your internship will begin on **7 January 2019** and end on **31 July 2019**

You are entitled for monthly stipend of INR 25,000/- (statutory deductions are applicable), payable at the end of each month.

During your internship, you may have access to confidential business information belonging to the Company. By accepting this internship, you acknowledge that you must keep all this information strictly confidential and refrain from using it for your own purposes or from disclosing it to anyone outside the Company.

You are expected to observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment.

Upon conclusion of your internship, you will immediately return to the Company all its property, equipment and documents, including electronically stored information.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning a copy to the HR team.

If you have any questions, please reach out to the HR team.

Sincerely,

Aloysius Vijay, Sr Manager Talent Acquisition

Signature Not Verified

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Candidate Acceptance Signature:

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Date: 11/28/2018



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Page 2 of 2

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

10-Apr-2019

Manjunath S Y C/o Dayakar Reddy, H.No:17-166/A Srinagar Colony
9591975449

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

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

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Reference Id: 30dda980-295d-4124-9aa7-d144ccd9bd2d_1
Signed By: Mohan Sekhar 334

- 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.



CIN-U72900KA2004PTC034826

SIDHA KUMAR KOTHARI

4JC15ISO513

Dear SIDHA KUMAR KOTHARI

(AllGo)
e m b e d d e d
A Visteon Enterprise

Date: 12-10-2018

We are pleased to offer you the post of Software Engineer, your annual salary structure is as given below.

	Annual
Basic	183,750
Flexible Allowance	273,612
Total Guaranteed Cash	457,362
Annual Incentive	36,750
Provident Fund-Employer Contribution	22,050
Gratuity	8,838
Total Annual Salary	525,000

- The Annual Performance incentive shall be paid based on the performance of the Company and of the individual and is not a guaranteed payment.
- Provident Fund is paid as per the Employee Provident Funds and Miscellaneous Provisions Act.
- Gratuity is Paid as per the Payment of Gratuity Act.

Other Benefits:

- Group Medical Insurance coverage for hospitalization expenses, which will be usable for you and your family (parents, spouse and children).
- Group Personal Accident Insurance coverage as per company policy.
- Group Term Life Insurance coverage as per company policy
- Monthly food coupons worth Rs. 1050

Note: For the first 3 months from joining, the monthly salary would be Rs. 25,000 per month and the structure would be as follows:

Basic	7,500
House Rent Allowance	3,000
Special Allowance	13,239
PF - Employer contribution	900
Gratuity	361
Gross	Rs. 25,000

Seema Gopal
HR Manager

Useful Notes:

- You can declare the FBA (guaranteed allowance) under HRA, LTA, Telephone Reimbursement Allowance and Professional Pursuit Allowance. **Part of allowances which have not been claimed through bills, will be paid at the end of the year after deduction of appropriate taxes.**
- You can allocate upto INR 50,000 per annum towards Professional Pursuit Allowance and telephone reimbursement is capped at INR 24,000 per annum.
- An equal amount of PF will be contributed by the employee to the PF. PF is fully non-taxable.



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AllGo Embedded Systems Pvt Ltd



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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341

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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Candidate's Signature _____

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ANNEXURE - I
COMPENSATION & BENEFITS

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

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

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

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

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

(A) Annual Fixed Compensation

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

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

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

(C) Joining and Additional Bonus

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

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

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

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

Benefits applicable for current Company financial year:

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

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



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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Candidate's Signature



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TECHNOLOGY UNIVERSITY, C=IN

Date: 23 AUGUST 2018

Dear Sumit Sourav

We are pleased to extend to you an offer of employment with Incture Technologies on the following terms and conditions:

Training

You will undergo a training program with the Company for 3 months tentatively starting from June 2019 and will be paid a stipend of **Rs 15,000** per month during this period. However, the company reserves the right to extend the training for a further period of **3 months** if your performance is not found satisfactory.

Compensation

Upon Successful completion of your training, you will be paid an Annual Total Rewards of INR 5,50,000 PA which includes 10% of Integrated Variable Pay and Eklavya Bonus of INR 50,000. The details of your compensation are mentioned in the Annexure 1 (refer below).

Place & mobility

You work location is Bangalore. During your employment with us, you may be required to travel/ relocate to various Client locations based on the Company's business requirements.

Date of Employment

Upon satisfactory completion of the training period with a formal performance review, you shall be confirmed on the permanent roles of the Company. The exact dates will be intimated accordingly. Your joining will be subject to completion of your course without arrears and on submission of documentary proof and evidence at the time of joining.

Joining Documents

You are required to carry the following documents on the date of joining.

1. Originals and photocopies of 10th, 12th Marksheet and Certificates.
2. Originals and photocopies of all Graduate/ Post Graduate Marksheet and Certificates.
3. Pan Card
4. Aadhar Card
5. Permanent Address proof
6. 4 Passport size photographs



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TECHNOLOGY UNIVERSITY, C=IN

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**

Sunit, 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 August 2018

Name: Sumit Sourav

Signature: Sumit Sourav



Signature Not Verified

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APPENDIX A - Personal Employment Terms and Conditions

A1. Title/Category

You will join us as an Analyst in the Software Engineer Program, Class of 2019, at JPMorgan Chase & Co..

Your position and title may change as a result of successful completion of the Program, promotion, or other operational requirements of the Company's business.

A2. Employment Commencement Date

Your employment is expected to commence on July 11, 2019. We will confirm any change to this date to you in writing in advance.

In addition to the conditions set out in paragraph 1 of Appendix B, your offer is subject to you successfully meeting the educational criteria that has already been communicated to you in writing.

A3. Working Hours / Place of Work

Your manager will assign you specific working hours, often during J.P. Morgan's normal office hours. Depending on the needs of your department, however, you may be required to work outside the official hours to fulfill your duties.

You will normally work at the Company's offices in Bengaluru, but you may be required to work at any other location of the Company or its affiliates, as required by the Company.

A4. Remuneration

Your total fixed pay will be INR 900,000.00 per annum and comprises the following components:

Rupees
p.a.

i)	Basic Salary	270,000.00
ii)	Housing Allowance	135,000.00
iii)	Special Allowance	422,600.00
iv)	Leave Travel Allowance	40,000.00
v)	Comp. contribution to Provident Fund	32,400.00
A.	Total Fixed Pay	900,000.00

Special Cash Award

As soon as administratively practical and typically within 45 days from your start date, we will pay you a one-time sign-on award of INR100,000.00, less applicable taxes and deductions.

If your employment with J.P. Morgan terminates for any reason other than job elimination within twelve months after your start date, you must repay to J.P. Morgan the full amount of this cash payment, net of taxes within 30 days of your termination date. You agree that J.P. Morgan may satisfy all or part of this repayment obligation by withholding, to the fullest extent permitted by law, any amounts not yet paid to you at the time you leave J.P. Morgan.

Relocation Lump Sum

You will be paid a one-time Relocation lump sum of Indian Rupee (INR) 100,000/-, which is taxable and will be paid within a reasonable period after your start date. The relocation lump sum coverage includes the cost of air and tickets, other transportation and hotel stay of you.

If you resign or are terminated for any reason other than job elimination (as determined within the company's discretion) within 12 months of your commencement date, you agree to reimburse the Company in full for the

A5. Probationary Period

A6. Leave Entitlement

A6.1 Annual Leave

A6.2 Other Leave

7. Benefits

A8. Retirement Scheme

A9. Notice Period

As outlined in the Company's Code of Conduct, we expect all employees to hold themselves to the highest standards of ethical conduct. In order to avoid conflicts of interest or the appearance of conflicts of interest, in the event that during your participation in J.P. Morgan's Analyst/Associate program you accept an offer of employment from another employer (regardless of the nature of its business or whether it is a client or competitor of J.P. Morgan), you must notify your manager no later than 3 business days of your acceptance of the offer.

Signature: Supreeth M Date: 09-MAY-2019



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TECHNOLOGY UNIVERSITY, C=IN

APPENDIX B – GENERAL EMPLOYMENT TERMS AND CONDITIONS

B1. Employment

B1.1 Your employment is subject to:

- a) your obtaining and maintaining a valid work permit and such other permission, license or registration as may from time to time may be necessary to enable you to carry out your duties and continue your employment;
- b) the satisfactory completion of all pre-employment screening processing, including obtaining background references and checks as required, and the execution of any other forms necessary for employment; and
- c) your being legally able to work with the Company. You agree to disclose any employment or contractual post-employment restraints you are subjected to which may, and will continue to, affect your employment with the Company and affirm that:
 - i) you are not in breach of any prior employment contract;
 - ii) you have not taken or otherwise misappropriated – and you do not have in your possession or control – any confidential and proprietary information belonging to any of your prior employers or connected with or derived from your services to prior employers, and you have returned to all prior employers any and all such confidential or proprietary information; and
 - iii) you are not subject to any other employment or any contractual post-employment restraints
 - iv) you shall indemnify and hold harmless the Company from any and all claims arising from any breach of the warranties in this paragraph.

B1.2 Whilst you and/or the Company may have agreed a tentative date of commencement of employment with the Company, you will not, unless the Company decides otherwise, be able to commence employment with the Company without our receipt of completed and satisfactory results from our pre-employment screening process.

B1.3 You may be required to provide services for other members of the Group throughout your employment. When providing these services, you may from time to time be required to travel and work in different locations within and outside your hiring location.

B1.4 Your employment shall continue until your retirement age of 60 or until terminated in accordance with paragraph 4 in Appendix B.

B2. Remuneration

B2.1 We will pay your total monetary remuneration in 12 equal monthly installments on or around the 30th of each month. We will review this remuneration annually, and we reserve the right to amend its terms, level and structure from time to time at our sole discretion.

B2.2 You will be liable for all tax payments and any other imposts that may be levied or payable on any sums paid and/or other benefits we provide to you. We are entitled to deduct or retain from the sum payable to you any withholding and other taxes levied or payable.

B3. Incentive Compensation

B3.1 In its absolute discretion, the Company may pay you an annual incentive award ("Award") in accordance with the terms of its performance based incentive compensation plan and as amended or varied from time to time ("Incentive Plan"). The Award may be in the form of restricted shares or units of JPMorgan Chase & Co. common stock ("Restricted Stock") and/or stock appreciation awards. In granting an Award, the Company may consider any factors it considers appropriate including but not limited to the motivation of future



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Phone: 8202048574; Email: s...@jssu.ac.in
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B3.2 Awards are subject to applicable taxes, the JPMorgan Chase Bonus Recoupment Policy and to the terms and conditions of Award Agreements, which will include recovery provisions, non-solicitation and similar covenants. Awards and payment thereof is conditional upon you being in employment with the Company and not under notice of termination (whether given by you or the Company) at the date of payment of any cash component of the Award. The Award is not pro-rated for the period worked if your employment terminates prior to the payment date.

B3.4 The Company has absolute discretion over the payment and amount of any Award to you for any year. If paid, it shall not give rise to any expectation of the Award or the amount in future years of employment. No employee or officer of the Company is authorized to make any oral promises to you about an Award. During your employment any commitment as to an amount or timing of an Award must be in writing signed by a Senior Vice President or Managing Director of the Company and a human resources officer at the level of Vice-President or above. Awards do not form part of your salary for the purposes of pension or termination benefits.

B4.1 Your employment may be terminated as follows:

- B4.2 During any Notice Period, the Company may put you on "garden leave" and may, amongst other things, do any or a combination of the following:

- (a) suspend you from the performance of any duties or assign you alternative duties;
- (b) exclude you from any premises of the Company or any of the Group companies and/or require you to work from another location;
- (c) require that you have no or limited contact or communication, other than purely social contact, with any employees, officers, directors, agents or consultants of the Company or any other member of the Group;
- (d) require that you have no or limited contact or communication with any customer or client of the Company or any other member of the Group;
- (e) remove your access to the Company premises and computer systems;

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B6. Confidentiality

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TECHNOLOGY UNIVERSITY, Ca=

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- i) who in the one year before the Relevant Date was a client of, or has dealt with, the Company or any other Group Company; and
 - ii) with whose custom or business you, or persons reporting to you, were personally involved with during the period of one year prior to the Relevant Date;
 - iii) but does not include publicly known institutional clients which you serve subsequent to your employment with the Company without the use of confidential or proprietary information of the Company and J.P. Morgan.
- d) "Relevant Date" means the date your employment with the Company or the Group terminates for whatever reason.

B8.5 You acknowledge and agree:

- a) that each of the foregoing paragraphs constitutes an entirely separate and independent restriction on you;
- b) that the duration, extent and application of each restrictions, obligations and undertakings are reasonable and necessary to protect legitimate interests of the Company and J.P. Morgan, considering, among other things, that the Company has commercial dealings with business partners throughout the world and that you will regularly be dealing with such partners as part of your duties and you understand that it does not by any means prevent you from earning a living in a satisfactory way;
- c) that, if any such restriction (or parts of a restriction) shall be adjudged by any court of competent jurisdiction to be void or unenforceable, the validity or enforceability of the remaining restrictions (or parts of a restriction) shall remain in full force and effect as if the unenforceable parts had been deleted. Damages may be an inadequate compensation for breach of any of the restrictions in this paragraph and, subject to a court's discretion, in the event of any actual or threatened breach of any provision of this paragraph, you agree that the Company shall be entitled to (on behalf of itself and on behalf of any other Group Company) restrain, by injunction, equitable relief or similar remedy, any conduct or threatened conduct by you. You expressly submit to the jurisdiction of any court of competent jurisdiction for this purpose, and in the event you receive from any person an offer of employment (whether oral or in writing and whether accepted or not), either during your employment or the continuation in force of all or any of the restrictions applicable to you, whether pursuant to this letter or the Code of Conduct, you shall provide to the person making such an offer of employment a full and accurate copy of the then current restrictions applicable to you.
- d) that any benefit given or deemed to be given by you to J.P. Morgan under the terms of this paragraph is received and held on trust by the Company for the relevant J.P. Morgan group company. You will enter into appropriate restrictive covenants directly with other J.P. Morgan group companies if asked to do so by the Company.
- e) that your employment with the Company and the compensation paid and/or payable to you by the Company shall be sufficient consideration for the purposes of this clause. You further agree and acknowledge that the limitations as to time and the character or nature placed in this clause are reasonable and fair and will not preclude you from earning a livelihood, nor will they unreasonably impose limitations on your ability to earn a living.
- f) that this offer letter constitutes a valid, legally binding and enforceable obligation on you and this document is not in violation of any applicable law.
- g) that any breach or threat of breach on your part of any one of such obligations and/or undertakings would cause serious harm to the Company or J.P. Morgan which may then institute any legal recourse against you that is deemed appropriate and/or recourse in damages, without further notice or delay.
- h) that you shall not assign this offer letter or the rights and/or obligations hereunder. The Company may assign its rights and obligations herein **Signature Not Verified** without your consent, including in connection with any sale, transfer or disposition of **Signature Not Verified** all of its business and operations and its assets, in which case the Company's rights and obligations shall pass to the successor.

- i) in addition, you agree and acknowledge that the potential harm to the Company of the non-enforcement of this clause outweighs any potential harm to you and that you have given careful consideration to the restraints imposed upon you by this clause and that you are in full agreement as to their necessity for the reasonable and proper protection of the Company's interests. You expressly acknowledge and agree that each and every restraint imposed by this clause is reasonable with respect to subject matter, time period and geographical area.

B9. Code of Conduct and Staff Regulations and Affirmation

B9.1 It is a condition of your continuing employment and it is your obligation that you comply with:

- (a) the Code of Conduct (as amended from time to time or superseded). At the time of acceptance of the offer of employment and on a periodic basis, you will be required to sign an affirmation (or reaffirmation) confirming your understanding and compliance with the provisions of the Code of Conduct; and
- (b) the Company's other internal policies and procedures and all relevant policies and procedures for the line of business in which you are to undertake work.

B9.2 The Company shall be entitled at any time to amend the Company's internal policies and procedures (including but not limited to the Code of Conduct), the benefits set out in the Appendices and other staff regulations, as well as to put in place new policies as the Company sees fit. Any such amendments shall be notified in writing to each employee and shall on provision of such notice, become legally binding.

B9.3 The Company's Human Resources work policies are set out in the me@jpmc website, as amended from time to time. Please take time to familiarise yourself with these policies when you begin your employment.

B9.4 To the extent that the contents of policies or procedures refer to obligations on the Company, you agree that they are guides only and are not contractual terms, conditions or representations on which you rely.

B10. Working Hours

B10.1 The total of your official working hours (excluding one hour lunch daily) is 40 hours per week. Your local business management will schedule your work hours, which depend on the needs of the business and may be outside of these core hours.

B11. Retirement Benefits

B11.1 Your entitlement to Provident Fund and Gratuity will be subject to relevant legislation and the Company's Human Resources policies that are in force and amended from time to time.

B12. Miscellaneous

B12.1 This letter represents the entire agreement between the parties with respect to your employment by the Company and supersedes any previous written or oral agreement between the parties in relation to the matters dealt with in it. You acknowledge that you have not been induced to enter into this letter by any representation, warranty or undertaking not expressly incorporated into it.

B12.2 If any paragraph (or part of any paragraph) of this letter is invalid or unenforceable, the validity or enforceability of the remaining paragraphs (or parts of a paragraph) shall not be affected and the other paragraph (or parts of a paragraph) shall remain in full force and effect as if the invalid or unenforceable parts had been deleted. This letter shall remain in full force and effect and survive the termination of your employment for any reason whatsoever.

B12.3 If, during your employment with the Company, you become indebted to the Company or are overpaid any amount for any reason, the Company will be entitled to recover that amount from you. The Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you, including any final salary payments due to you on the termination of your employment, and collect any remaining balance from you.

B12.4 The Company may, in connection with your employment, process your personal data relating to you or your family. Such data may be received from you or from other sources including third party sources. The Company may process your personal data for the purposes of your employment and the operation of the Group's business and as set out in the

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B13. Contract Execution

- (a) This letter may be delivered in a digital or physical format. Subject to any applicable law, where the letter is provided in a digital format, you acknowledge and agree that it is being executed electronically and that it is enforceable.
- (b) You have read and understood the terms of this letter and have been provided with an opportunity to review and discuss the terms of it with advisors, if you so desire.
- (c) Should any further assurances be required or sought by the Company, you shall in good faith perform such further actions (including executing a physical copy of this letter)

Signature: Supreeth M Date: 09-MAY-2019



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APPENDIX C - SYSTEMS MONITORING ACTIVITIES AND CROSS-BORDER TRANSFERS, PERSONAL ACCOUNT DEALING POLICY, AND CODE OF CONDUCT

Appendix: Systems Monitoring Activities and Cross-Border Transfers:

The following provides a summary of how JPMorgan Chase & Co., its affiliates and its subsidiaries and the entity that employs you, or for which you provide services (collectively, "JPMC"), conducts Systems monitoring. JPMC may conduct monitoring to the extent permitted by applicable law.

JPMC conducts monitoring of JPMC's physical facilities and its equipment and systems (collectively, the "Systems"). System monitoring applies to your JPMC equipment, your personal equipment when accessing the Systems, and the communications, information, and materials conveyed or accessed using the Systems. Monitoring activities may include the monitoring and logging of traffic and usage data of all electronic communications; monitoring of telephone calls to or from JPMC work telephones as permitted by applicable laws and subject to any required notices; monitoring of the contents of electronic communications, files, databases, applications, and internet usage; and logging hours worked and physical presence at JPMC's facilities if applicable. JPMC may at all times monitor, access, retrieve, record and review information obtained from the monitoring activities for various purposes, such as preventing and investigating activities that may violate JPMC's policies and ensuring compliance with legal or regulatory obligations. While conducting monitoring activities, JPMC may obtain and process personal information about you and others that may reside on the Systems.

The monitoring activities (including JPMC's collection and processing of personal or other information) are required for purposes of your employment or work assignment to promote adherence to applicable policies and regulations. Subject to applicable laws and regulations, if you object to this processing, JPMC may prohibit you from using the Systems; terminate offers of employment or work assignment; and, for employees, take disciplinary action against you, up to and including termination of your employment with JPMC.

JPMC may disclose the information it obtains in connection with monitoring activities to JPMC affiliates and to third parties, service providers, regulators, supervisory bodies, law enforcement and other government agencies. Information obtained from the monitoring activities may be used as the basis to take disciplinary actions, up to and including termination or other legal action, for violations of JPMC's policies or applicable laws.

In addition to the monitoring activities discussed above, JPMC may obtain and store other information related to your employment or other working relationship, such as your compensation information, performance information, benefits information and other workplace-related data. JPMC may transfer such information, and the information it obtains in connection with monitoring activities, to countries other than the country in which the information originally was collected, including to the United States.

Understanding Obligations under the Firm's Personal Account Dealing Policy (PAD):

The Personal Account Dealing Policy (Policy) of JPMorgan Chase & Co. (firm or JPMC) is designed to help prevent and detect violations of securities laws and industry conduct standards and to minimize actual or perceived conflicts of interest that could arise due to personal investing activities.

PAD Compliance will notify you if the position you are being offered is considered to be subject to the Policy. You will remain subject for the duration of your time working in a subject group, unless notified otherwise of a change in subject status. Unless otherwise notified, you will continue to be subject to the provisions of the Policy even during leaves of absence from the firm, including, but not limited to, garden leave or medical leave.

You as well as your Connected Persons are subject to the provisions of this Policy and will need to be familiar with the obligations set forth in this policy. Connected Persons includes your spouse, domestic partner or minor children (even if financially independent) as well as anyone to whom you provide significant financial support or for which you, or anyone listed above, has or shares the power, directly or indirectly, to make investment decisions.

Once subject to the Policy, you must disclose and certify your In Scope Accounts (which include accounts of your Connected Persons). You will be required to maintain your self-directed In Scope Accounts with one of the firm's Approved Brokers and preclear all purchases, sales, pledges and gifts (received and given) of publicly traded and privately held financial instruments, unless listed as specifically exempt. Pre-approval confirmation must be received prior to executing the trade or investment. The firm may impose periodic restrictions on personal trading in certain financial securities. These restrictions can apply to all firm subject Workforce Members and their Connected Persons or may be limited to certain groups. Subject Workforce

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Phone: 6502060574614021 Email: CHEROKALINGAM@JPMCHSE.COM
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Seasonal Worker model for individuals joining in formal seasonal/Short term programs:

1. For the duration of the short term program I am joining I will not trade in any of my In Scope Accounts
2. I understand that the Firm has the right to request account information for any of my In Scope Accounts
- If there is an extenuating circumstance that would compel me to place a trade in my In Scope Accounts, I will obtain pre-approval of the trade by the Personal Account Dealing Group and I would be responsible for supplying all confirmations and statements to the Personal Account Dealing Group for that trade.

*The term In Scope Accounts refers to any securities accounts no matter where they are located and includes, but is not limited to, those accounts that are established, maintained or controlled (either directly or indirectly) by you, your spouse, domestic partner or minor children (even if financially independent), anyone to whom you provide significant financial support, and in which the employee has a direct or indirect financial interest.

The Personal Account Dealing of JPMorgan Chase & Co. is designed to help prevent and detect violations of securities laws and industry conduct standards and to minimize actual or perceived conflicts of interest that could arise due to personal investing activities. This Policy includes requirements for disclosing In Scope Accounts, maintaining certain accounts at one of the firm's Approved Brokers, preclearing trades, and restrictions and prohibitions on certain types of trading activity. This Policy is subject to any applicable local laws and rules and should be read in conjunction with Supplements (regional/LOB) as well as the firm's Code of Conduct.

Upon signing this letter I accept the terms and conditions described above. I hereby affirm that I have read and understood the JPMorgan Chase Code of Conduct (the "Code of Conduct"). I agree, as a condition of my employment, to comply with the Code of Conduct, as amended and in effect from time to time.

I understand that I have access to the Code of Conduct either by clicking here or via the internet at <https://www.jpmorganchase.com> > About Us > Governance > Code of Conduct and Ethics prior to joining the firm, and through the firm's intranet once I begin employment.

I acknowledge that:

- The Code of Conduct requires that certain outside activities be approved in writing after I begin employment, and I agree that, if any such required approval is denied, I will cease the relevant activity immediately;
- The Code of Conduct imposes certain responsibilities that continue after my employment with JPMorgan Chase terminates, including but not limited to, the return of property, the protection of confidential information, and assisting with investigations or litigation related to my role at JPMC;
- The Code of Conduct also requires that I safeguard confidential information, including anything that I created while working for my previous employer(s); and I understand that I am not allowed to bring any of this with me to use at JPMorgan Chase or disclose any confidential information from a prior employer unless it has already been made public through no action of my own;
- My offer of employment is contingent upon a determination by JPMorgan Chase that neither the offer nor my employment would violate, or create the appearance of violating, the firm's Code of Conduct, Anti-Corruption Policy, or Human Resources policies and practices, or any applicable laws or regulations;
- I understand and agree that if I am an MD/SVP, ED or VP at the time of my termination I have certain additional responsibilities and restrictions that continue after my employment with the firm terminates, including a prohibition from soliciting or hiring JPMorgan Chase employees or former employees; and
- It is my responsibility to be familiar with all of JPMorgan Chase's policies, procedures, and employment obligations, and I agree to abide by those responsibilities after my employment terminates.

Independent Auditor Tax Services to Employees of JPMorgan Chase and its Affiliates:

Signature: Supreeth M Date: 09-MAY-2019

Registered Office: Prism Towers, Level Nos. 9 to 11, Link Road, Mindspace Goregaon (West), Mumbai - 400 104, India
Telephone: +91-22-6157 3000 Facsimile : +91 22 6125 0000



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TECHNOLOGY UNIVERSITY, C=IN

Swathi S.
Information Science

DSE

SIEMENS
Healthineers

Swathi Suresh

A 126Beml Annex, Rajarajeshwarinagar, Mysore 570026
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 Swathi,

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.

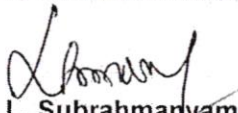
You are requested to join us on or before **01-July-2019**. In the event of you not joining us on or before the said date, this offer will automatically stand withdrawn. On your day of joining, you are requested to report at **8:30 am**. Please carry the original documents along with an additional copy 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.

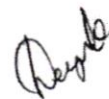
Please return the copy of this letter with your signature in original as a token of your acceptance.

With kind regards,

For **Siemens Healthcare Private Limited**.


L. Subrahmanyam

Senior Vice President- Research & Development
SHS DC IND DS



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 - 560075
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, Pirojshah Road, Bandra East, Mumbai - 400 079
India. Telephone +91 22 33700600. Fax +91 22 33700654. Other Offices: www.siemens.co.in/healthcare
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Networks®

AVI NETWORKS INDIA PRIVATE LIMITED
#110, "JB House", 4th Cross, 5th Block,
Koramangala Industrial Layout, Koramangala, Bangalore 560 095
www.avinetworks.com, CIN - U72200KA2016FTC086768

TATHAGAT PRIYADARSHI
Bangalore

Dear Tathagat Priyadarshi,

Further to the **Internship Offer letter**, we are pleased to extend you a **Provisional Offer** for the position of **Member of Technical Staff** with **Avi Networks India Private Limited** (hereinafter referred as "Avi"). This Provisional Offer of employment is for a regular, full-time position based in **Bangalore** subject to Satisfactory completion of your internship with us.

Please note that the terms of employment detailed in this document are confidential. These contents should not be disclosed to third parties without prior approval from the Company.

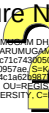
1. Compensation

- a. **Salary/Benefits:** Your annual gross salary will be **Rs.11, 00,000 (Rupees Eleven Lakhs Only)**. During the term of your employment, you will be eligible to participate in all of the Company's Employee benefits. This includes comprehensive Medical and Personal Accident Insurance cover and Paid-Time Off as per Company's Leave Policy.
- b. **Equity Award:** Subject to a separate agreement and approval by the board of directors of Avi Networks, Inc., USA, you may also be eligible to participate in the Company Equity programme, the details of which will be communicated upon successful completion of internship. Upon approval, you will be notified in writing as to the details of the Equity award and its terms and conditions..
- c. **Sign on Bonus:** Your sign on Bonus of **INR 2, 00,000 (Two Lakhs Only)** will be paid along with your first pay slip. The Joining bonus is fully taxable in your hands. Should you desire to leave the services of the Company anytime within a period of 24 (Twenty Four) months from your start date, you are liable to refund the entire portion of Joining bonus disbursed to you.

2. Terms and Conditions of Employment

- a. The Provisional Offer with Avi Networks will be confirmed subject to successful completion of internship meeting the performance expectations.
- b. Execution of full time employment agreement
- c. Completion of Graduation with a minimum GPA of 7.5
- d. You are able to provide evidence of your right to work and remain in India in accordance with applicable law or you will be issued the relevant work visa or work permits;
- e. Completion by the Company of your background checks including credit, education, and employment reference and the verification of your personal information, each to the satisfaction of the Company.
- f. You consent to the abovementioned background screening, either by the Company or through a third party provider, and give consent to the Company or such third party provider to contact any person in the course of completion of such background checks and verifications.

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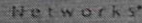


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3. Entire Agreement

To indicate your agreement with all terms and your acceptance of this Provisional Offer, please sign the duplicate copy of the offer on all sheets at the bottom on the right corner and return the same to Avj.

For Avn Networks India Private Limited

Acceptance of Offer

Tathagat
Signature

Tathagat Priyadarshi
(Name)

1st Jan '19

Start Date

Signature _____

(Name)

17th Aug '18
Today's Date

Today's Date _____

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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.

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.

Methi.

Name: _____

Signature: _____

Date: _____

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Date: 16.08.18

Issued By : JASON S.S

Signature : Jason

Date : 16.08.18

Dear Vinutha,

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

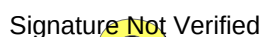
If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Offer of Intent without any notice.

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.

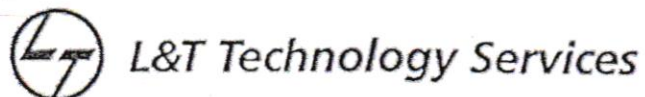
During the period of training, your stipend will be INR 4,00,012/- per annum

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.



SOKKALINGAM ARUMUGAM DHANARAJ
CN-SOKKALINGAM ARUMUGAM DHANARAJ,
SPECIALNUMBER=09c71c7430f05043d3f0bfdf6ea45d76c824f,
43c67a40809fd41420957ae[S=Kmatkata, PostalCode=570006,
Phone=+6221268976141, Email=dod88@tiscali.net],
D465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

02.03.2024.22:25



Date:

Date : 16.08.18

All communications / notices should be addressed to:

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

Yours truly,
For L&T Technology Services Limited

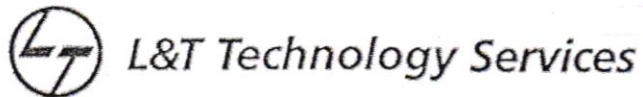
Acceptance by applicant below

I have read this Offer of Intent and accept the same

Date: 20/08/18

Signature Not Verified

SOKKALING ARUMUGAM DHANARAJ
CN=SOKKALING ARUMUGAM DHANARAJ,
SERIALNUMBER=09C71C743005042D30f0b7d16ea457dc824f1
43c67fa40809d0414209557ae;S=Kannataka,PostalCode=570006
Phone=66262d0897edc1a02e26871dd89f89c15c36e9252e3ca1
b465469e388d65809, O=REGISTRAR, O=JSS SEVEN
TECHNOLOGY UNIVERSITY, C=IN



Date:

ANNEXURE

Name	:	Designation	: Associate Engineer(Trainee)
Grade	:	LTTTS-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

h



Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ
SERIALNUMBER=09c71c743005042d303bf07d6fea45d76c824f
43c67a40809df4214209575a;S=K;mailAddress.PostalCode=570006
Phone=6622265974641a62b9871dd891f89c13536e9252e3ca1
b465469c388d65809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, CN=