

Ref: LTTS/HR/ET/2019/219

Date: 16.08.18

Name: ABHIRAM HOLLA C S

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

Offer Of Intent

Dear Abhiram,

Greeting from L&T Technology Services Ltd.!

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

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

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

This Offer of Intent is valid subject to you

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

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

This Offer of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The training is for a period of one year comprising of class-room / on the job training. The date of commencement of training and venue for reporting will be intimated to you at a later date.

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

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

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



Registered Office: L&T House, N. M. Marg, Ballard Estate,
L&T Technology Services Limited is a subsidiary of Larsen

Signature Not Verified

SOKKALINGAM ARUNACHALAN DHANARAJ
CHESONKALINGAM ARUNACHALAN DHANARAJ
430754000001420097at: SSK, Mysuru, PostalCode=570006,
Phone=08242222222, Email=arunachal@lts.com, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

CIN : L72900MH2012PLC232169



L&T Technology Services

Ref:LTTS/HR/ET/2019/ 219

Date:

Issued By : JASON SS

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: ABHIRAMHOLLA C S

College: Ssi Jayachamarajendra College of Engineering

Signature

Date: 19/08/2018



Signature Not Verified

SOKKALINGAM ARUNACHALAM DHANARAJ
CIN:50KALINGAM ARUNACHALAM DHANARAJ
SERIALNUMBER:09C71C7430050
43c57a40809f014120957ae/514/Chitkala, PostalCode=570006,
Phone=86326268774614120957ae/514/Chitkala, PostalCode=570006,
b485469e388668809, CHITKALA REGISTRAR, CHITKALA SCIENCE AND
TECHNOLOGY UNIVERSITY, CHITKALA

02.02.2024 22:35



Ref:LTTS/HR/ET/2019/

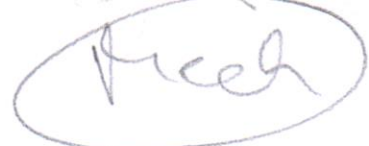
Date:

ANNEXURE

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

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

W



VIKRANT



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: U72400KA1997PTC023
www.bosch-india-software.com

Date: 22.03.2019

5

**BOSCH**

10.3 You have to submit a copy of your current Degree certificate / Provisional certificate and all semester marks sheets / Consolidated mark sheet on your said date of joining.

11. Transferability

Initially you will be posted at our Bangalore/Coimbatore location, however you may be transferred to provide your services to any of our existing/ future establishments, sister concerns of Bosch or at our client location situated within India or abroad depending upon the company's requirements on the same terms and conditions of this letter and any additional terms that may be applicable to you as per Company policies. In case you are deputed abroad, you will be required to fulfil the conditions regarding financial security and minimum service subsequent to such deputation as per the Company's Policy.

12. Information

In accordance with the provisions of the Companies Act 1956, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are required to furnish these details in your job application form and return to us. You are also required to disclose information regarding any posts held by you including any honorary position.

13. Termination

The notice period for termination of employment on either side will be Three months. When payment in lieu of notice is offered by the management or the employee, the notice pay shall mean only the basic salary and does not include cash equivalent of any allowances, etc.

Payment in lieu of notice shall be subject to acceptance of the same by the Company considering unfinished tasks, projects on hand, work in progress, etc. You shall not be deemed to have been relieved of your services except upon issue of a letter to that effect.

14. Medical Fitness

This offer is provisional, subject to you being declared medically fit by our Medical Officer. On the day of joining you are required to furnish an eye fitness certificate as mentioned in the **Annexure II** appended to this letter.

15. Personal Information

This employment offer is made based on the information given by you in the RBEI application form submitted to us. In case company finds at any time, the information given by you is not correct, untrue or incomplete, the company shall have the right to dismiss you from your employment at any time without notice or salary in lieu of notice period.

16. Background Check and References

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

Signature Not Verified

SOKKALINGAM ARUNACHALAN
CIN:SOKKALINGAM ARUNACHALAN DHANARAJ
SERIALNUMBER=09c71c74300004000300705ea45d76d824f
43c67a40809d84120957ae/S-2 Malaka, PostalCode=570006,
PhoneNo=820104874414820000, EmailID=arunachalan@jss.ac.in
b405469e388b65800, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY

02.02.2024 22:35



Mech

February 19, 2019



Ref No: CAN048257

Mr. BASAVARAJ TULASIGERAPPA PUJER

Yadahalli ,Tq And Dist Bagalkot, Karnataka,
Bagalkot,
Karnataka-587103.

Mob No.: 7022180658

Dear **Mr. BASAVARAJ TULASIGERAPPA PUJER**,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You will be trained in the areas of our commercial vehicle financing and responsible for growth & development of our Commercial Vehicle Finance Business.
2. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
3. You will be paid a total remuneration of **Rs.2,44,920/-p.a.(which is inclusive of Stipend & other allowances)**
4. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
5. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.
 - a. Educational qualifying degree/provisional certificate and Mark sheets
 - b. AADHAR card, PAN Card and Driving License Copy
 - c. Cancelled Cheque/Bank Passbook copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to Shriram Transport Finance Company limited.

Best Wishes,

HR Department

B.T. Puer
(ACCEPTED)

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Shriram Value Services Limited, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai- 600 004." Mail id hrd@shriramvalue.in Phone No. 044-42910019/0052.

Disclaimer: Shriram Transport Finance Co.Ltd do not engage any consultants or agencies for recruitments.

Signature Not Verified

SOKKALINGAM ARUNACHAL DHANAJ
CIN:SOKKALINGAM ARUNACHAL DHANAJ
SERIALNUMBER:09671c7430050470300705ea45d76d824f
43c67a40809d94120957ae/S-2, Malaka, PostalCode:570006
Phone:9448878418, 9448878418, 9448878418, 9448878418, 9448878418
Email:hrd@shriramvalue.in

Shriram Transport Finance Company Limited

HR & Infra Office: 101-105 Shri Chambers 1St Floor B Wing Sector 11 C B'D Belapur, Navi Mumbai - 400614. Tel: +91 22 4095 7575 / 27580171 | Fax: +91 22 2758 0176.
Registered Office: Mookambika Complex, 3rd Floor, No. 4, Lady Desika Road, Mylapore, Chennai-600 004, Tamil Nadu, India. Tel.: +91 44 2499 0356 | Fax :+91 44 2499 3272.
Website : www.stfc.in | Corporate Identity Number(CIN)-L65191TN1979PLC007874.

February 19, 2019



Ref No:CAN048254

Mr.CHARAN KUYASHI

Kuppagadde Village And Post, Sorab (Tq), Shimogga(Dist),

Kuppagadde,

Karnataka-577429.

Mob No.: 8722641257

Dear **Mr.CHARAN KUYASHI**,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You will be trained in the areas of our commercial vehicle financing and responsible for growth & development of our Commercial Vehicle Finance Business.
2. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
3. You will be paid a total remuneration of **Rs.2,44,920/-p.a.(which is inclusive of Stipend & other allowances)**
4. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
5. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.
 - a. Educational qualifying degree/provisional certificate and Mark sheets
 - b. AADHAR card, PAN Card and Driving License Copy
 - c. Cancelled Cheque/Bank Passbook copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to Shriram Transport Finance Company limited.

Best Wishes,

HR Department


(ACCEPTED)

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Shriram Value Services Limited, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai- 600 004." Mail id hrd@shriramvalue.in Phone No. 044-42913019/3052.

Disclaimer: Shriram Transport Finance Co.Ltd do not engage any consultants or agencies for recruitments.

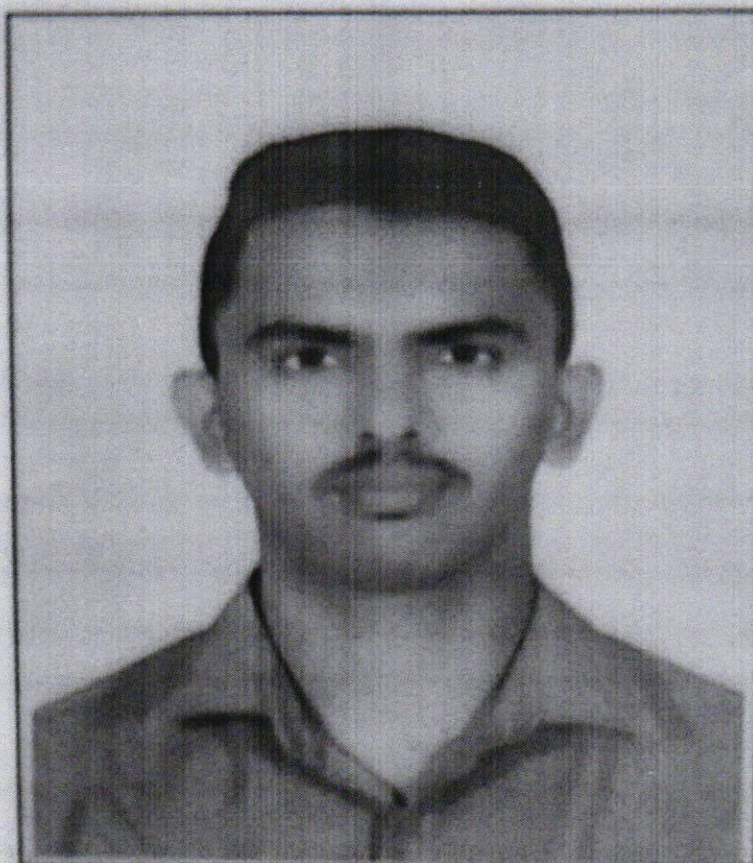
Shriram Transport Finance Company Limited

HR & Infra Office: 101-105 Shiv Chambers 1st Floor B Wing Sector 11 C B D Belapur, Noida, India. Tel: +91 22 4095 7575 / 27580171 | Fax: +91 22 2758 0176.
Registered Office: Mookambika Complex, 3rd Floor, No. 4, Lady Desika Road, Mylapore, Chennai-600 004. Tel.: +91 44 2499 0356 | Fax: +91 44 2499 3272.
Website: www.stfc.in | Corporate Identity No: STFC/HRD/001/2018



02.02.2024 22:35

Infosys®



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Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ
SERIALNUMBER=09c71c74300504d2d3d017015ea45d78c02af1
43c67a4069d92141420957fe5-Sokkalingam, Po-Inlink-570006.
Phone=6262c6a97e4c1a62898717db89f1915c36e9252c3a1
b465469c388d65809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

10.3 You have to submit a copy of your current Degree certificate / Provisional certificate and all semester marks sheets / Consolidated mark sheet on your said date of joining.

11. Transferability

Initially you will be posted at our Bangalore/Coimbatore location, however you may be transferred to provide your services to any of our existing/ future establishments, sister concerns of Bosch or at our client location situated within India or abroad depending upon the company's requirements on the same terms and conditions of this letter and any additional terms that may be applicable to you as per Company policies. In case you are deputed abroad, you will be required to fulfil the conditions regarding financial security and minimum service subsequent to such deputation as per the Company's Policy.

12. Information

In accordance with the provisions of the Companies Act 1956, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are required to furnish these details in your job application form and return to us. You are also required to disclose information regarding any posts held by you including any honorary position.

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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.

Acharath. by

Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ,
SERIALNUMBER=09c71c743005047d310b7d16fea45d76c824ff
43c67a08092d412409575e,S=K,halldata,PostalCode=570006
Phone=+66821c6a974c1a62b98711dd89189c153c6e9252e3ca1
b465469e388d65809,OU=REGISTRAR,O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY,C=IN

02.02.2024 22:35



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.


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 _____

Date _____



Signature Not Verified

SOKKALING ARUMUGAM DHANARAJ
CN=SOKKALING ARUMUGAM DHANARAJ,
SERIALNUMBER=09c71c743005050d30fb7d6ea457dc824f
43c67a40809d741420957a; S=Kinnakata, PostalCode=570006
Phone=+5206397616e1a625267d089f1b9c15c3be9252e3ca1
d465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN



20th December, 2018

Gautham G,

#175/B, 3rd main, 3rd cross, H Block,

Ramakrishna Nagar, Mysore - 570022.

Sub: Offer of Internship

Dear Gautham,

Thank you for investing your time to pursue an opportunity with Schneider Electric India Private Limited.

We are delighted in offering you an internship with Schneider as an "Intern".

Following are the terms and conditions connected with your employment:

1. Compensation & Benefits:

During the period of internship, you will receive a stipend of INR 25,000 per month. You will not be entitled to any other allowances or benefits during the period of internship. You will receive the stipend in Bank Account.

2. Employment Conditions:

Your services will be governed by general service conditions as given below:

- a) **Internship Period:** The internship shall be for a period of 5 months starting 7th January 2019 till 7th June 2019. During the internship, you will be under the Guidance of **Mr Manjunath Byranna** at Schneider Electric.
- b) **Working Hours:** The regular working hours will be from Monday to Friday starting from 8:00 a.m. to 5:00 p.m.
- c) **Leave:** You will be entitled for one day leave, each month during the period of internship. Leave can be availed based on the approval of the concerned Manager
- d) **Code of Conduct:** You are expected to operate with the highest degree of initiative, economy, efficiency and responsibility. You will at all time act bearing in mind the best interests of the company.

Schneider Electric India Pvt. Ltd.

Bearys Global Research Triangle, 9th Floor, Sy.No. 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000.

Signature Not Verified

SOKKALINGAM ARUNACHALAM DHANARAJ
CN=SOKKALINGAM ARUNACHALAM DHANARAJ
SERIALNUMBER=09271c7430050123300f706ea45d76d24f
D465409e38d66508, OUTRCENTRAL, JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, G2

East Taluk, Whitefield Ashram Road, Bangalore-560077



- ### **3. Our Principles Of Responsibility**

Schneider Electric India Pvt. Ltd.

Bearys Global Research Triangle, 9th Floor, Sy.No. 10, B. Jayagere Village, Bidarahalli Hobli, Bangalore
East Taluk Whitefield Ashram Road, Bangalore-560077

Signature Not Verified

[illegible]

In particular you shall inter-alia comply with the following

1. **CONFIDENTIALTY**

a. You understand and agree that the Company is engaged in a highly competitive business; that the Company has invested considerable resources of its time and money in developing its products, services, supply sources, vendors, goodwill, clients, techniques, client lists, manuals, software, drawings, designs, technical data tools, records, documents, and other trade secrets and confidential information; that the success of the Company depends, among other things, Upon maintaining strict secrecy of the Confidential Information and that upon and during your Employment the Company has provided and will provide you access to and valuable knowledge. Regarding the Company's trade secrets and confidential information, and that the Company's willingness to employ you and to provide you access to its trade secrets and confidential information is strictly conditioned upon:

- (i) the protection of the Company's trade secrets and confidential information for the Company's sole and exclusive benefit,
- (ii) the retention of your expertise and leadership for the sole and exclusive benefit of the Company, and not for any competitor, and
- (iii) the protection of the Company against your use for the benefit of any competitor of the valuable skills you will acquire, develop and/or refine by virtue of employment with the Company under this Agreement

You will not at any time, without the consent of the Appointing Authority, disclose or divulge or make public except on legal obligation any information about the Company's business and affairs or secrets whether the same may be confided to you or become known to you in the course of your services with the Company or otherwise, to any other individual or Institution or any customer, while in the services of the Company or even after you leave the services.

b. You shall not, without the prior written consent of the Company (which may be given or withheld at the absolute discretion of the Company), whether directly or indirectly, publish any opinion, fact or material or deliver any lecture or address or communicate with any representation of the media or at any public forum any Confidential Information.

c. You acknowledge and agree that in the event of any breach of any covenant or promise set forth herein, the Company shall be entitled to seek judicial remedies for the redress of such breach, including, without limitation, the right to seek injunctive relief.

The term "**Confidential Information**" as used in this Agreement shall mean and include any information, manufacturing process, data, drawings, designs and know-how, marketing strategy, customer database, vendor details, client lists, manuals, records, documents relating to the business of the Company or that of any parent, subsidiary or affiliate of the Company (**Group Company**) that is

Signature Not Verified

Schneider Electric India Pvt. Ltd.

Bearys Global Research Triangle, 9th Floor, Sy. No. 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 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You shall abide by all employees related rules, regulations and policies as may be in force from time to time. Details of the general rules of the Company and the provisions relating to other benefits are contained in the Employee Handbook which shall be provided to you..

- (i) all official procedures of the Company
- (ii) immediately inform your superiors of any risks known to you,
- (iii) not accept any monetary/non-monetary gift, reward, payment or benefit from any supplier or customer of the Company,
- (iv) not make any offer or grant any payment or benefit to any person or organization in exchange for obtaining any contract or orders,
- (v) not hold any personal interest in any supplier or a competing business with any person,
- (vi) comply with the confidentiality covenants contained herein,
- (vii) avoid any behaviour or action which harms or may harm the integrity or interests of the Company,
- (viii) in case of possession of price-sensitive information, such information may only be used in the proper execution of your assignment and duties.
- (ix) act independently, professionally and honestly with all external business contacts.
- (x) avoid conflict of interest, entangling professional and personal interests, or any appearance of such entanglement,
- (xi) not enter into private transactions with suppliers and other business contacts of the Company (such as brokers) and not enter into transactions for and on behalf of the Company on terms and conditions other than those used by the Company in the normal course of business,
- (xii) you shall obey the lawful and reasonable orders of your superiors and discharge your duties entrusted to you loyally, honestly and diligently,
- (xiii) you shall work in cooperation and coordination with other employees so as to facilitate an efficient workflow
- (xiv) If it is found that you have misrepresented any information in your application for employment or at the time of interview, or have furnished any false.
- (xv) Information or have concealed or suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.



Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ,
SERIALNUMBER=09c7f17430050407ad30bf7df5ea45d76c824f
3c676740d93e32557e S=KUALAJA, PostalCode=570010
Phone=6065976987748888, 0922563331
0465449e388065809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

5. EQUAL EMPLOYMENT OPPORTUNITIES

The company and its policies actively promote the principles and practices of equal opportunity in the workplace. Harassment and discrimination of any form is taken seriously and may result in termination of employment.

6. As a general rule all employees of the Company are forbidden from receiving gifts in any form, either monetary or in kind or interests from outside parties having interest in or doing business with the Company without the prior written approval of the Managing Director.
7. You must not use your position in the Company for private gain for yourself or for persons with whom you have personal, business, or financial relations or ties. As a representative of the Company, you must avoid actions that could reasonably be expected to adversely affect, or to give the appearance of adversely affecting, the independence and objectivity of your judgment, interfere with the timely and effective performance of your duties and responsibilities, or bring discredit to the Company.
8. You are not authorized to issue any certificate to any employee, customer or supplier of the company without having prior written permission from the management in this regard.
9. You shall be responsible for safe keeping and return in good condition and order, all company property entrusted in your care and charge. The company reserves the right to deduct the money value of such articles or take such action as may be deemed proper, in event of failure to account for such property to its satisfaction.

Above condition/s have been explained to you; and after seeking appropriate advice you have confirmed your understanding of the same in clear terms. You acknowledge the above conditions as absolutely reasonable in scope, time and absolutely necessary for the protection of the Company's legitimate interests, and agree that the knowledge of Company's Confidential Information and trade secrets to which you will gain access constitute a good, sufficient and adequate consideration for the same. Any breach of the above shall be considered as a material breach of contract and Schneider Electric or its Group Company reserves the right to take appropriate legal action for remedy of the same.

4. Pre-condition for Internship:

This letter is issued on the understanding that all the information given by you in our application is correct, true and complete. If it is found at any time that the information given by you is not correct and true and/or you have knowingly suppressed any information, or there is any misrepresentation with regard to academic education, background or work experience the Company will have the right to

Schneider Electric India Pvt. Ltd.

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

Signature Not Verified

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SERIALNUMBER=09c71c743005047d3f0b07d16ea45d76c824f
43672406997142495787, S=Kolkata, PostalCode=780016,
PhoneCountry=91, PhoneAreaCode=16698987, PhonePrefix=92249801,
D465499e388065809, OU=REGISTRAR, OU=SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

discontinue your internship with us, at any time and without any notice or compensation. This offer stands cancelled if you do not join on the reporting date unless agreed otherwise.

We are excited to welcome you to the Schneider family.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

For Schneider Electric India Pvt. Ltd.

Runita Verma

Runita Verma

Director - TAM

I have read, understood and accepted the above. I understand that the terms and conditions are pre-conditions to my being offered employment with the company. I am under no obligation or duress to accept these terms and conditions of employment. I accept them of my own free choice and will.

Signature: *Gautham G*

Name: *Gautham G*

Date: *25/12/18*

Expected date of joining: *7/1/19*



Schneider Electric India Pvt. Ltd.

Bearys Global Research Triangle, 9th Floor, Sy. No. 93/2, Bidarahalli Village, Bidarahalli Hobli, Bangalore East Taluk, Whitefield Ashram Road, Bangalore-560077

Signature Not Verified

SOKKALINGAM ARUNACHALAM DHANARAJ
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DN=0967167430050013300f706ea45d76b24ff, O=SOKKALINGAM ARUNACHALAM DHANARAJ, OU=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN

At the time of your joining, you are requested to bring the following original certificates along with photocopies (A4 size only).

PERSONAL CREDENTIALS	No. OF COPIES
Resume	1
Passport sized photographs	2
PAN card photocopy	1
Passport photocopy	1
Driving license photocopy / ID proof	1
Educational certificates since Class 10 th till your last qualification	1



Bearys Global Research Triangle,9th Floor, Sy. No. 100/1, 100/2, 100/3, 100/4, 100/5, 100/6, 100/7, 100/8, 100/9, 100/10, 100/11, 100/12, 100/13, 100/14, 100/15, 100/16, 100/17, 100/18, 100/19, 100/20, 100/21, 100/22, 100/23, 100/24, 100/25, 100/26, 100/27, 100/28, 100/29, 100/30, 100/31, 100/32, 100/33, 100/34, 100/35, 100/36, 100/37, 100/38, 100/39, 100/40, 100/41, 100/42, 100/43, 100/44, 100/45, 100/46, 100/47, 100/48, 100/49, 100/50, 100/51, 100/52, 100/53, 100/54, 100/55, 100/56, 100/57, 100/58, 100/59, 100/60, 100/61, 100/62, 100/63, 100/64, 100/65, 100/66, 100/67, 100/68, 100/69, 100/70, 100/71, 100/72, 100/73, 100/74, 100/75, 100/76, 100/77, 100/78, 100/79, 100/80, 100/81, 100/82, 100/83, 100/84, 100/85, 100/86, 100/87, 100/88, 100/89, 100/90, 100/91, 100/92, 100/93, 100/94, 100/95, 100/96, 100/97, 100/98, 100/99, 100/100, 100/101, 100/102, 100/103, 100/104, 100/105, 100/106, 100/107, 100/108, 100/109, 100/110, 100/111, 100/112, 100/113, 100/114, 100/115, 100/116, 100/117, 100/118, 100/119, 100/120, 100/121, 100/122, 100/123, 100/124, 100/125, 100/126, 100/127, 100/128, 100/129, 100/130, 100/131, 100/132, 100/133, 100/134, 100/135, 100/136, 100/137, 100/138, 100/139, 100/140, 100/141, 100/142, 100/143, 100/144, 100/145, 100/146, 100/147, 100/148, 100/149, 100/150, 100/151, 100/152, 100/153, 100/154, 100/155, 100/156, 100/157, 100/158, 100/159, 100/160, 100/161, 100/162, 100/163, 100/164, 100/165, 100/166, 100/167, 100/168, 100/169, 100/170, 100/171, 100/172, 100/173, 100/174, 100/175, 100/176, 100/177, 100/178, 100/179, 100/180, 100/181, 100/182, 100/183, 100/184, 100/185, 100/186, 100/187, 100/188, 100/189, 100/190, 100/191, 100/192, 100/193, 100/194, 100/195, 100/196, 100/197, 100/198, 100/199, 100/200, 100/201, 100/202, 100/203, 100/204, 100/205, 100/206, 100/207, 100/208, 100/209, 100/210, 100/211, 100/212, 100/213, 100/214, 100/215, 100/216, 100/217, 100/218, 100/219, 100/220, 100/221, 100/222, 100/223, 100/224, 100/225, 100/226, 100/227, 100/228, 100/229, 100/230, 100/231, 100/232, 100/233, 100/234, 100/235, 100/236, 100/237, 100/238, 100/239, 100/240, 100/241, 100/242, 100/243, 100/244, 100/245, 100/246, 100/247, 100/248, 100/249, 100/250, 100/251, 100/252, 100/253, 100/254, 100/255, 100/256, 100/257, 100/258, 100/259, 100/260, 100/261, 100/262, 100/263, 100/264, 100/265, 100/266, 100/267, 100/268, 100/269, 100/270, 100/271, 100/272, 100/273, 100/274, 100/275, 100/276, 100/277, 100/278, 100/279, 100/280, 100/281, 100/282, 100/283, 100/284, 100/285, 100/286, 100/287, 100/288, 100/289, 100/290, 100/291, 100/292, 100/293, 100/294, 100/295, 100/296, 100/297, 100/298, 100/299, 100/300, 100/301, 100/302, 100/303, 100/304, 100/305, 100/306, 100/307, 100/308, 100/309, 100/310, 100/311, 100/312, 100/313, 100/314, 100/315, 100/316, 100/317, 100/318, 100/319, 100/320, 100/321, 100/322, 100/323, 100/324, 100/325, 100/326, 100/327, 100/328, 100/329, 100/330, 100/331, 100/332, 100/333, 100/334, 100/335, 100/336, 100/337, 100/338, 100/339, 100/340, 100/341, 100/342, 100/343, 100/344, 100/345, 100/346, 100/347, 100/348, 100/349, 100/350, 100/351, 100/352, 100/353, 100/354, 100/355, 100/356, 100/357, 100/358, 100/359, 100/360, 100/361, 100/362, 100/363, 100/364, 100/365, 100/366, 100/367, 100/368, 100/369, 100/370, 100/371, 100/372, 100/373, 100/374, 100/375, 100/376, 100/377, 100/378, 100/379, 100/380, 100/381, 100/382, 100/383, 100/384, 100/385, 100/386, 100/387, 100/388, 100/389, 100/390, 100/391, 100/392, 100/393, 100/394, 100/395, 100/396, 100/397, 100/398, 100/399, 100/400, 100/401, 100/402, 100/403, 100/404, 100/405, 100/406, 100/407, 100/408, 100/409, 100/410, 100/411, 100/412, 100/413, 100/414, 100/415, 100/416, 100/417, 100/418, 100/419, 100/420, 100/421, 100/422, 100/423, 100/424, 100/425, 100/426, 100/427, 100/428, 100/429, 100/430, 100/431, 100/432, 100/433, 100/434, 100/435, 100/436, 100/437, 100/438, 100/439, 100/440, 100/441, 100/442, 100/443, 100/444, 100/445, 100/446, 100/447, 100/448, 100/449, 100/450, 100/451, 100/452, 100/453, 100/454, 100/455, 100/456, 100/457, 100/458, 100/459, 100/460, 100/461, 100/462, 100/463, 100/464, 100/465, 1

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Phone=+62669744679837, Email=+62669744679837, Age=25, Job=1
004469388065869, DO=REGISTRAR, DO=SS SCIENCE
AND TECHNOLOGY UNIVERSITY, C=IN

Date: 24-04-2019

Offer letter

Dear Girish M N,

Congratulations from ELEATION...!!!

Based on your performance in Online Test and Technical Interview, we are pleased to offer you the position of **CAE trainee** in ELEATION.

Your appointment and joining date is subjected to following points:

1. You have to complete ELEATION's ANSYS Level – 1 and ELEATION's HyperWorks Level – 1 Training Course from ELEATION's Online Courses.
2. You have to submit the complete homework and assignment shared with you during the training.
3. You have to clear the online test, tool test and Technical Interview which we will conduct after the training.

Your joining date is subjected to your performance in the test and interview which will be conducted after the training. Under any circumstances if you fail to meet the required standards and/or fail to qualify the test and/or the interview, your joining will be terminated. Company is not liable in any case.

For completing the joining formalities you are required to submit some relevant documents, you can refer to **Annexure A** for the list of those documents.

We are pleased to inform you that your CTC will be INR 2.4 lakhs, and will be applicable from the date of joining.

Thank you,

Sincerely,

ELEATION.

PRINCIPAL's NAME & SIGNATURE

[Signature] 26/4/19 **Dr. M. S. Pragnaswamy**
PRINCIPAL
Sri Jayachamarajendra College
of Engineering, Mysore-5.

PLACEMENT OFFICER's NAME & SIGNATURE

[Signature]
Placement and Training
Sri Jayachamarajendra College of Engineering
Mysore - 570 006

HOD's NAME & SIGNATURE

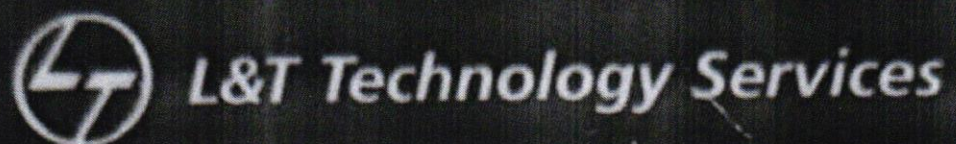
[Signature] 26/4/2019.
Dr. SRINIDHI R
PROFESSOR AND HEAD
Department of Mechanical Engineering
SJCE, Mysuru 570006

307, 3rd Floor, Kamla Arcade, In Front of Bal Gandharv,
J.M. Road, Pune. Maharashtra – 411005
Mob: 7720040021 / 7387403493
Email : eleation@gmail.com
www.eleation.com

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CNS-SOKKALINGAM ARUNACHAL DHANAJ
SERIALNUMBER=09c71c74300004000300f705ea45d76c824f
43c6740809d04120957aa/S-JSS Mysuru, PostalCode=570006
Phone=+91-820-687641-1820687641, Fax=+91-820-687641-1820687641
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TECHNOLOGY UNIVERSITY



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TECHNOLOGY UNIVERSITY, C=IN
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WRENCH

Ref No: WS/APPTLET/19/04-07

12 April 2019

To,
Mahesh M R
Manjunatha Nilaya,
Behind Anupama Theater,
Shankarpura
Chikmangalur-577101

Sub: Offer Letter

Dear Mahesh,

Congratulations! With reference to the discussion we had with you, we are delighted to offer you the post of **"Management Trainee"** in our organization on the following terms & conditions.

1. Your annual salary (CTC) will be **INR 2,64,600 only (Rupees Two Lakhs Sixty Four Thousand Six Hundred Only)**.
2. You will be under probation for a period of 6 months. Upon satisfactory completion of probation, you will be confirmed in the regular service of the company. After completion of probation period, or till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. The probation period can be reduced or extended based on your performance at the discretion of the company.
3. Your training period shall be initial one month, which may be extended at the discretion of the management. In case your performance is found to be unsatisfactory during the aforementioned training period, your appointment shall be terminated with immediate effect.
4. Your salary will be reviewed periodically according to the policy of the Company. Your increments are discretionary and will be subject to effective performance and results during the review period.

Signature Not Verified



H.O: WRENCH Solutions (P) Ltd., No.80, Ground floor, 9th Block, Bangalore - 560069.
Phone: 2554 6054, 2530 4170 Fax: +91 80 - 2554 6054 URL: www.WRENCHSP.com
R&D Centre: WRENCH Solutions (P) Ltd., 16A, B Block, CSEZ, Kakkanad, Kochi-682 037, Kerala, India.
Phone: 0484-2413343, 4058880 URL: www.WRENCHSP.com

WRENCH

13. You are required to strictly maintain the secrecy of and not to divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the company except your immediate superior. Any such disclosure is a serious case of indiscipline and would render you liable for suitable disciplinary action.
14. If you conceive or develop any new or advanced methods of improving processes / formulae / systems in relation to the operation of the Company, such developments will have to be fully communicated to the Company and will be and will remain the sole right / property of the Company.
15. You are required to deal with company's money, material and documents with utmost honesty and professional ethics. If you are found guilty at any point of time of moral turpitude or of dishonesty in dealing with the company's money or material or documents or of theft or of misappropriation regardless of the value involved, your services would be terminated with immediate effect notwithstanding other terms and conditions mentioned in this letter or in any other letters.
16. The retirement age will be 58 years. For this purpose, the date of birth mentioned by you in the joining records of the Company at the time of your joining, will be taken as the proof to determine your age.
17. You have been engaged on the presumption that the particulars furnished by you in your application/resume are correct. In case the said particulars are found to be incorrect or that you have concealed or withheld some other relevant facts, your employment with the company shall stand terminated/cancelled without any notice.
18. If during the period of your service, the Management comes to the conclusion that you have committed any misconduct; the Management may dismiss you from services as per service rules/standing orders of the company.
19. You are required to maintain yourself in a state of medical/physical/mental fitness. Any neglect on your part in this regard may render you medically unfit during service, which in turn would render your services liable for termination with immediate effect, notwithstanding anything mentioned in this letter or in any other letters.



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CIN=SOKKALINGAM ARUNACHANDRAN
SERIALNUMBER=09c71c743000040003007d05ea45d76c824f
43c67a40809d84120957aa/S...Malaka, PostalCode=570006
Phone=9194480441887 Fax=9194480441887 Email=arunachandran@jss.ac.in
TECHNICAL UNIVERSITY

H.O: WRENCH Solutions (P) Ltd., No.80, Ground floor, 9th Block, Bangalore – 560069.
Phone: 2554 6054, 2530 4170 Fax: +91 224 80 - 2554 6054 URL: www.WRENCHSP.com
R&D Centre: WRENCH Solutions (P) Ltd., 16A, B Block, CSEZ, Kakkanad, Kochi-682 037, Kerala, India.
Phone: 0484-2413343, 4058880. URL: www.WRENCHSP.com

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You are advised to go through the contents of this appointment letter before signing the duplicate copy.

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

"To Deliver Maximum value to our customers with World-Class quality solutions that enables them to work as efficiently as technology allows them"

Yours Sincerely,
For WRENCH Solutions (P) Ltd

Manesh Alias
COO



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SERIALNUMBER=09c71c7430050427233007d66ea45d76c824f
43267408090d1420957ae55c7malaka, PostalCode=570006
Phone=0484-2413343, Fax=0484-2413343
TECHNOLOGY UNIVERSITY

H.O: WRENCH Solutions (P) Ltd., No.80, Ground floor, Sakinaka, Sakinaka, Jayanagar, 9th Block, Bangalore – 560069.
Phone: 2554 6054, 2530 4170 Fax: +91 80 - 2554 6054 URL: www.WRENCHSP.com
R&D Centre: WRENCH Solutions (P) Ltd., 16A, B Block, CSEZ, Kakkanad, Kochi-682 037, Kerala, India.
Phone: 0484-2413343, 4058880. URL: www.WRENCHSP.com

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Annexure 2

Monthly and Annual Salary

Name	Mahesh M R		
Title	Management Trainee		
DOJ	10-Jun-19		
	Annual	Monthly	Description
Gross Salary	240000	20000	
Basic	72000	6000	
DA	48000	4000	
HRA	28800	2400	
Conveyance Allowance	16800	1400	
Medical Allowance	15600	1300	
Attire Allowance	12000	1000	
R&D Allowance	12000	1000	
Children Education Allowance	6000	500	
Special Allowance	28800	2400	
A	Total A	240000	20000
Deductions			
	Provident Fund	21600	1800
	Professional Tax	2508	209
	Labour Welfare Fund	240	20
B	Total B	24348	2029
C	Net Salary	215652	17971
D	Perquisites		
	Medical Insurance	3000	250
	Provident Fund	21600	1800
	CTC	264600	22050
			A+ D



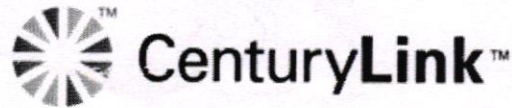
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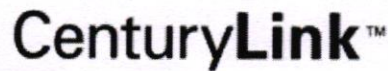
H.O: WRENCH Solutions (P) Ltd., No.80, Ground floor, 9th Block, Bangalore – 560069.

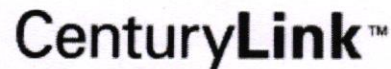
Phone: 2554 6054, 2530 4170 Fax: +91-80-2554 6054 URL: www.WRENCHSP.com

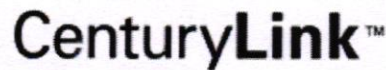
R&D Centre: WRENCH Solutions (P) Ltd., 16A, B Block, CSEZ, Kakkanad, Kochi-682 037, Kerala, India.

Phone: 0484-2413343, 40588801 URL: www.WRENCHSP.com

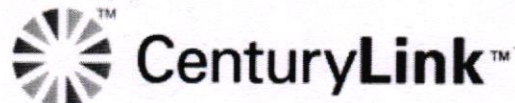








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Annexure II

Please submit scanned copies of the below mentioned documents, latest by the date mentioned in your appointment letter:

- Signed Copy of duly filled “Personal History Form”
- Degree / Semester Marks Cards for all courses pursued (full time / distance learning)
- Semester wise Consolidated Marks Sheet for all courses pursued (full time / distance learning)
- Provisional and Original Degree Certificates issued by the University for all courses pursued (full time / distance learning)
- Proof for Date of Birth (Birth Certificate, School Leaving Certificate or Xth Standard Mark Sheet with Date of Birth) -
- Passport
- Relieving letter from all the Past Employers (Relieving letter from the Current Employer shall be submitted on the Date of Joining)
- PAN Card and 2 Passport size photograph

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SERIALNUMBER=09c71c743005042d303bf07d6ea45d7c82af4
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Phone=+6062926ca97e441a62b687fdd89815fc36e9252e3ca1
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TECHNOLOGY UNIVERSITY, C=IN

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TECIL/HR/2018_331

Dear Neelesh,

1. Position Title : R&D/Product Development Engineer
Band : 5-4
Business Segment/Function : Transportation Solutions
2. Compensation Perquisites & Allowances:
You will be entitled to the salary and perquisites as listed in Annexure I hereto. This is a matter purely between yourself and TE Connectivity India Pvt Ltd arrived at based on your specific background and merit. You are expected to keep this information and any changes made to this Offer Letter from time to time strictly confidential. In case you have any queries, you may reach out to the Human Resources Department.
3. Your initial place of posting will be **Bangalore**. However, you are liable to be transferred to any other place or office of the Company or to any other division or department or to any subsidiary or an associate company of the Company that is presently in existence or will be incorporated/formed on a future date. The Company will also have the right to send you on deputation or to assign your services to any other organization as it deems fit. Any of the above instances will not adversely affect your emoluments.
4. Your appointment will be effective from the date of joining which shall be as soon as possible but not later than **1st July 2019** failing which this offer will automatically stand withdrawn.

No.22B, "TE Park". Doddenakundi, 2nd phase, Industrial Area, Whitefield Road,
Bangalore – 560048, India
Tel (+91) 80 33195498 / 99
Fax (+91) 80 33195498 / 99

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Phone=+6622dc6a9746c1a8262b1dd89789c15c36e9252e3ca1
d465469e388465809,OJ=REGISTRAR,O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY,C=IN

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12. This offer is contingent upon your submitting satisfactory references and an employment background verification through a Company approved agency. Failure to clear the background check would result in withdrawal of this offer and immediate termination of your employment with the Company without any notice or notice pay. While employed with us, the management of the Company reserves the right to conduct additional investigations and / or background verification with respect to your candidature. By signing this letter, you are hereby giving us the consent to conduct such additional investigations and / or background verification details of which will be provided at a later point of time. Your refusal to be tested, failure to clear the subsequent investigations and / or background verification may result in termination of your employment with the Company without notice or notice pay.
13. This employment may be terminable by either party by giving to the other two full months' written notice. Company may, however, reduce this notice period at its discretion by accepting/paying gross salary in lieu thereof.
14. However, in case of breach by you of any of the above conditions or those in any of the Annexure hereto, will render your service liable to termination without any notice or payment in lieu of such notice.
15. Upon termination of your employment howsoever arising, you shall (if Company so requests):
 - Immediately resign from all offices held in Company and any office in any other company acquired by reason of or in connection with your employment with Company and you hereby irrevocably appoint Company to be your attorney in your name and on your behalf to execute any documents and to do any things necessary or requisite to give effect to this clause.
 - Deliver to Company all documents (including, but not limited to, correspondence, lists of customers, plans, drawings, accounts and other documents of whatsoever nature and all copies thereof, whether on paper, computer memory or otherwise) made, compiled or acquired by you during your employment and relating to the business, finances or affairs of Company or customers and any other property of Company which is in your possession, custody, care or control, including but not limited to mobile phones, access cards, pen drive, storage device, laptop and etc., to the extent possible or otherwise duly destroyed. You shall, if requested to do so by Company, confirm in writing your compliance with your obligations under this clause.

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Fax (+91) 80 33195498 / 99



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b456469e388d65809,OI=REGISTRAR,O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY,C=N

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- Irretrievably delete any information relating to the business of Company stored on any magnetic or optical disc or memory and all matter derived therefrom which is in your possession, custody, care or control outside the premises of Company and shall produce such evidence of compliance with this clause as Company may require
 - The expiration or determination of your employment howsoever arising shall not affect the provisions hereof as are expressed to operate or have effect thereafter and shall be without prejudice to any right of action already accrued to Company in respect of any breach by you of your employment under this letter.
 - You shall not, at any time after termination of your employment for whatever reason, represent yourself as being in any way connected with the business of Company.
 - You shall not, at any time after termination of this letter for whatever reason, disparage or make negative comments concerning Company, any of its group of companies, any of their employees, officers, directors or agents or any of their products or services.
16. The Company has an important business interest in preserving and retaining its relationships with its employees. In consideration of your employment with the Company and/or this agreement, during the term of your employment and for one year thereafter, you should not directly or indirectly or in cooperation with others to:
- Seek, encourage, solicit, or attempt to solicit any employee of the Company to leave the Company for any reason or in any way interfere with the relationship between any such employee and the Company.
 - Induce or attempt to induce any employee of the Company to accept employment with, work for, render services or provide advice to or supply confidential business information or trade secrets of the Company to any person or entity other than the Company; or
 - Employ, or otherwise pay for services rendered by, any employee of the Company in any other business enterprise

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Bangalore – 560048, India
Tel (+91) 80 33195498 / 99
Fax (+91) 80 33195498 / 99**



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Phone=8622668976x14623441, Cn=SOKKALINGAM ARUNACHALAN DHANARAJ,
b465468e38b465809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY

02.02.2024 22:35





MODE OF PAYMENT

A brief explanation of your salary and other entitlements are detailed below:

1. **SALARY:**

Monthly transfer into Employee's a/c with the bank

Basic Salary
House Rent Allowance
Flexible Benefit Plan

2. **STATUTORY PAYMENTS:**

Employee's Provident Fund: Employer's Share is paid every month directly to the employee's account with the Provident Fund Commissioner.

Gratuity: As per the Payment of Gratuity Act 1972 and rules thereunder.

3. **ANNUAL / OTHER BENEFITS:**

Group Health Insurance: You and your family members (Spouse and two children) shall be covered under Group Medical Insurance with coverage of Rs.5 lakh (Floater Policy). The Premium shall be paid by the company.

Parental Insurance: The Company facilitates employees to cover their parents under separate policy. The maximum coverage is Rs.2 lakh (Floater Policy). The premium for this shall be paid by employee separately.

Group Personal Accident Insurance: Coverage amount would be three times of the Annual Guaranteed Cash (AGC) of the employee. This insurance is applicable only to the employee.

Life Insurance: Coverage amount would be three times of the Annual Guaranteed Cash (AGC) of the employee. This insurance is applicable only to the employee.

All the above payments are subject TDS wherever applicable. In case of disallowance by IT department, the same will be recovered from the employee.

The company reserves the right to revise the schemes from time to time, if required.

Thanking You

Yours truly,

RAHUL
RAJGOPAL
NAIR

Digitally signed by
RAHUL RAJGOPAL NAIR
Date: 2018.11.28
11:08:46 +05'30'

Senior Manager - Talent Acquisition

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No.22B, "TE Park". Doddanakundi, 2nd phase, Industrial Area, Whitefield Road,
Bangalore – 560048, India
Tel (+91) 80 33195498 / 99
Fax (+91) 80 33195498 / 99

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Flexible Benefit Plan components – Annexure II

All Flexible Benefit Plan (FBP) declarations are permitted twice a year i.e. in the month of January and April or on joining TE in case of new employees. In absence of declaration, the same shall be paid in salary as a monthly component post tax deduction.

- **Leave Travel Assistance:**
The maximum value is two months of Basic Salary. This shall be paid to employees only against their LTA claims subject to submission of relevant LTA supporting claims.
- **Meal / Food Allowance:**
The maximum value is INR 26,400 per annum. Employees shall be issued with Food Debit Cards. Declared amount will be loaded to cards on monthly basis.
- **National Pension Scheme:**
The maximum value is 10% of Basic Salary. The NPS is a voluntary, defined contribution scheme regulated by PFRDA. No upper cap in terms of absolute value. The contributions towards this shall be remitted to NPS fund on monthly basis.
- **Car Lease Amount:**
The amount towards the 'Car Lease' under this policy will be part of employee FBP/AGC. The eligibility will be in line with company car lease policy for different levels.
- **Vehicle Maintenance:**
This benefit is extended only for employees who avail company car lease benefit as per the policy of the company. This component is towards fuel, insurance and maintenance and paid on monthly basis on submission of legitimate bills for the same. The eligibility will be in line with company car lease policy for different levels.
- **Balance FBP (Other Allowance):**
This will be balance amount of FBP Allowances & reimbursements. This shall be paid to employees' subject to tax on monthly basis.
- **Un-claimed allowances/reimbursements:**
If any under Flexible Benefit Plan at the end of year shall be paid to employees' subject to applicable taxes in the month of December every year.

RAHUL
RAJGOPAL
NAIR

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RAHUL RAJGOPAL NAIR
Date: 2018.11.28
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Senior Manager - Talent Acquisition

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TECIL/HR/2018_324

Dear Pawan,

1. Position Title : R&D/Product Development Engineer
Band : 5-4
Business Segment/Function : Communication Solutions (D&D)

2. **Compensation Perquisites & Allowances:**
You will be entitled to the salary and perquisites as listed in Annexure I hereto. This is a matter purely between yourself and TE Connectivity India Pvt Ltd arrived at based on your specific background and merit. You are expected to keep this information and any changes made to this Offer Letter from time to time strictly confidential. In case you have any queries, you may reach out to the Human Resources Department.
3. Your initial place of posting will be **Bangalore**. However, you are liable to be transferred to any other place or office of the Company or to any other division or department or to any subsidiary or an associate company of the Company that is presently in existence or will be incorporated/formed on a future date. The Company will also have the right to send you on deputation or to assign your services to any other organization as it deems fit. Any of the above instances will not adversely affect your emoluments.
4. Your appointment will be effective from the date of joining which shall be as soon as possible but not later than **1st July 2019** failing which this offer will automatically stand withdrawn.

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5. You will be governed by and will abide by the Rules and Regulations of the Company in force from time to time.
6. On the acceptance of this offer, you will be expected to sign "Doing the Right things – The TE Guide to Ethical Conduct" and "Intellectual Property Agreement", which shall be binding on you throughout your employment with the Company. You will also keep the Company duly and promptly informed in writing, if you are bound by any confidentiality or other similar agreements with any of your previous employers and you shall keep us indemnified always from and against the consequences of any breach of any such agreements.
7. The Company reserves to itself and shall have the right to vary or modify at any time, any or all the provisions in the TE Guide to Ethical Conduct.
8. You warrant, undertake and confirm to the Company that you are not bound by the terms and conditions of any non-disclosure agreement, confidentiality agreement or any other similar document, deed or writing by whatever name called executed prior to the employment with the Company, to take up this employment with the Company.
9. You shall, during your service with us, devote your whole time and attention to the Company's or other business entrusted to you by the Company and you shall not engage, directly or indirectly, in any other business or service, without the prior written permission of the Company.
10. This offer is made based on the information submitted by you. You shall promptly inform the Company in writing of any changes with respect to such information provided, and in any case no later than three days of such change. If at any time it emerges that such information were false or incorrect or that any material or relevant information had been suppressed or concealed or exaggerated, this offer and any appointment pursuant hereto will be considered ineffective and irregular and you will be liable to be terminated by the Company without notice or salary in lieu of notice, without prejudice to the right of the Company to take disciplinary action against you.
11. Any notice required to be given to you shall be deemed to be duly and properly given if (a) delivered to you personally; or (b) sent by registered post to you at your address in India as recorded with the Company; or (c) sent via email to your email id registered with the Company and if a delivery receipt notification is received with respect to such email.

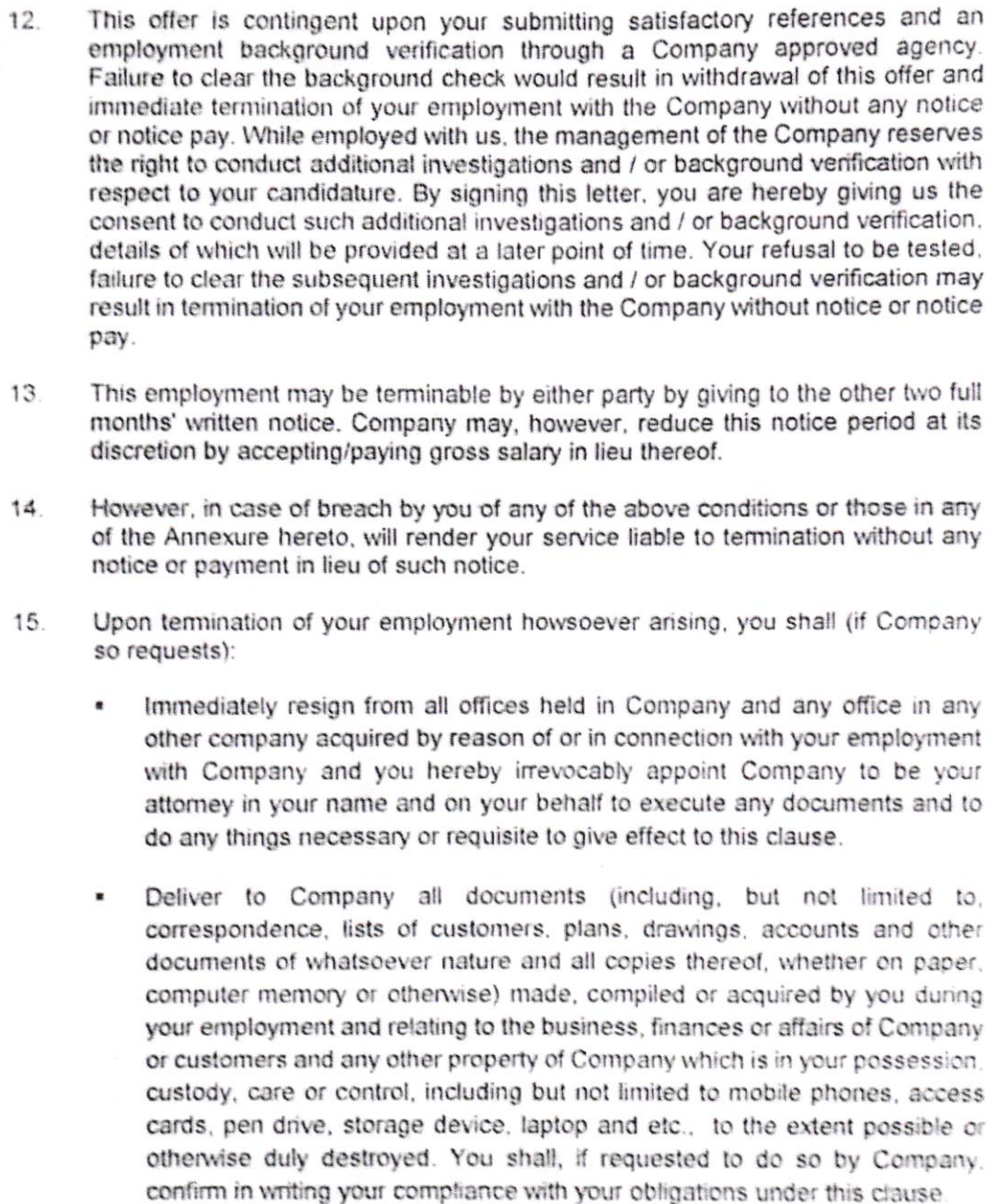
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- Irretrievably delete any information relating to the business of Company stored on any magnetic or optical disc or memory and all matter derived therefrom which is in your possession, custody, care or control outside the premises of Company and shall produce such evidence of compliance with this clause as Company may require
 - The expiration or determination of your employment howsoever arising shall not affect the provisions hereof as are expressed to operate or have effect thereafter and shall be without prejudice to any right of action already accrued to Company in respect of any breach by you of your employment under this letter.
 - You shall not, at any time after termination of your employment for whatever reason, represent yourself as being in any way connected with the business of Company.
 - You shall not, at any time after termination of this letter for whatever reason, disparage or make negative comments concerning Company, any of its group of companies, any of their employees, officers, directors or agents or any of their products or services.
16. The Company has an important business interest in preserving and retaining its relationships with its employees. In consideration of your employment with the Company and/or this agreement, during the term of your employment and for one year thereafter, you should not directly or indirectly or in cooperation with others to:
- Seek, encourage, solicit, or attempt to solicit any employee of the Company to leave the Company for any reason or in any way interfere with the relationship between any such employee and the Company.
 - Induce or attempt to induce any employee of the Company to accept employment with, work for, render services or provide advice to or supply confidential business information or trade secrets of the Company to any person or entity other than the Company; or
 - Employ, or otherwise pay for services rendered by, any employee of the Company in any other business enterprise

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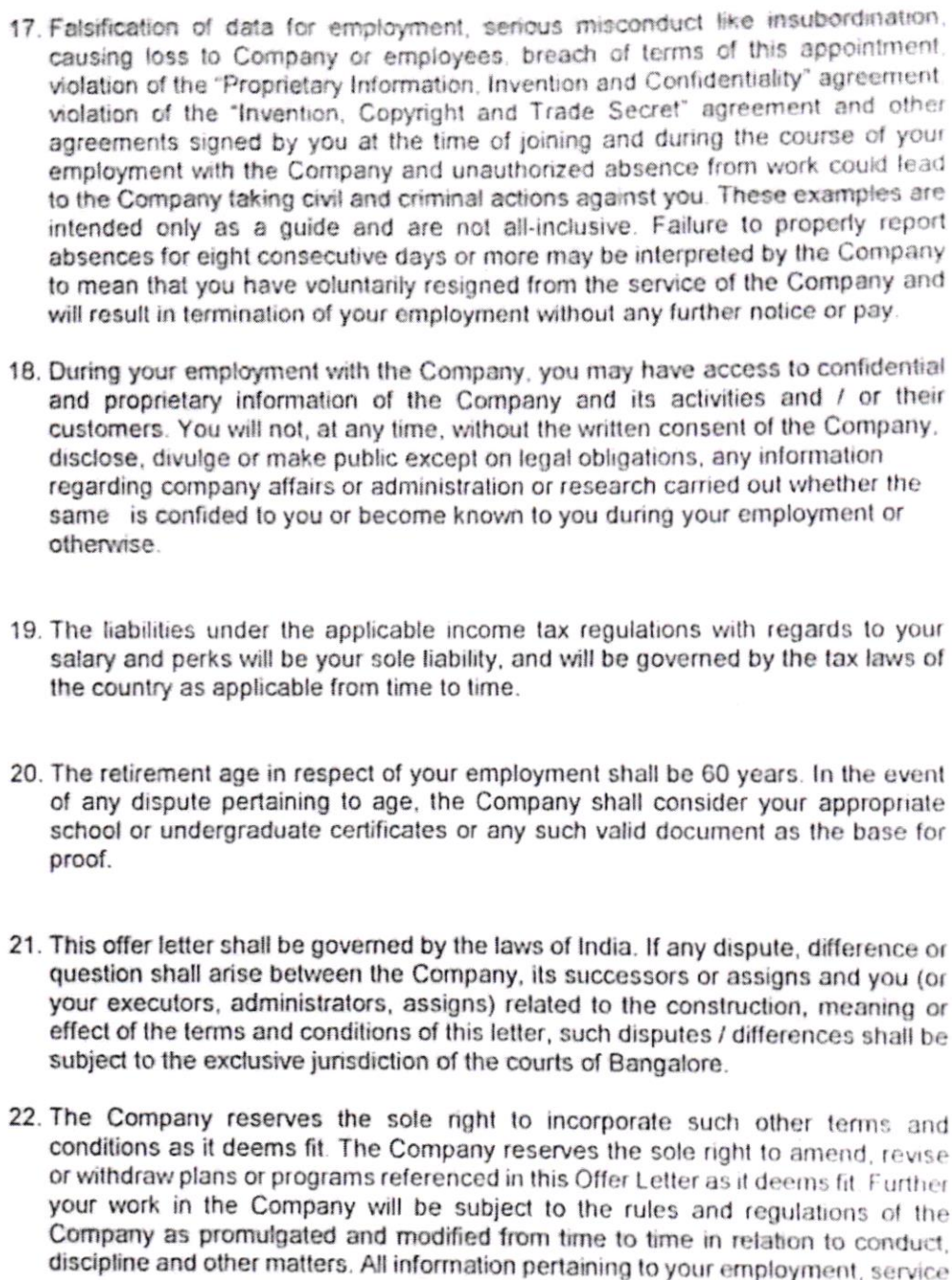
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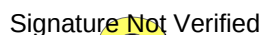
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12. This offer is contingent upon your submitting satisfactory references and an employment background verification through a Company approved agency. Failure to clear the background check would result in withdrawal of this offer and immediate termination of your employment with the Company without any notice or notice pay. While employed with us, the management of the Company reserves the right to conduct additional investigations and / or background verification with respect to your candidature. By signing this letter, you are hereby giving us the consent to conduct such additional investigations and / or background verification, details of which will be provided at a later point of time. Your refusal to be tested, failure to clear the subsequent investigations and / or background verification may result in termination of your employment with the Company without notice or notice pay.
13. This employment may be terminable by either party by giving to the other two full months' written notice. Company may, however, reduce this notice period at its discretion by accepting/paying gross salary in lieu thereof.
14. However, in case of breach by you of any of the above conditions or those in any of the Annexure hereto, will render your service liable to termination without any notice or payment in lieu of such notice.
15. Upon termination of your employment howsoever arising, you shall (if Company so requests):
 - Immediately resign from all offices held in Company and any office in any other company acquired by reason of or in connection with your employment with Company and you hereby irrevocably appoint Company to be your attorney in your name and on your behalf to execute any documents and to do any things necessary or requisite to give effect to this clause.
 - Deliver to Company all documents (including, but not limited to, correspondence, lists of customers, plans, drawings, accounts and other documents of whatsoever nature and all copies thereof, whether on paper, computer memory or otherwise) made, compiled or acquired by you during your employment and relating to the business, finances or affairs of Company or customers and any other property of Company which is in your possession, custody, care or control, including but not limited to mobile phones, access cards, pen drive, storage device, laptop and etc., to the extent possible or otherwise duly destroyed. You shall, if requested to do so by Company, confirm in writing your compliance with your obligations under this clause.

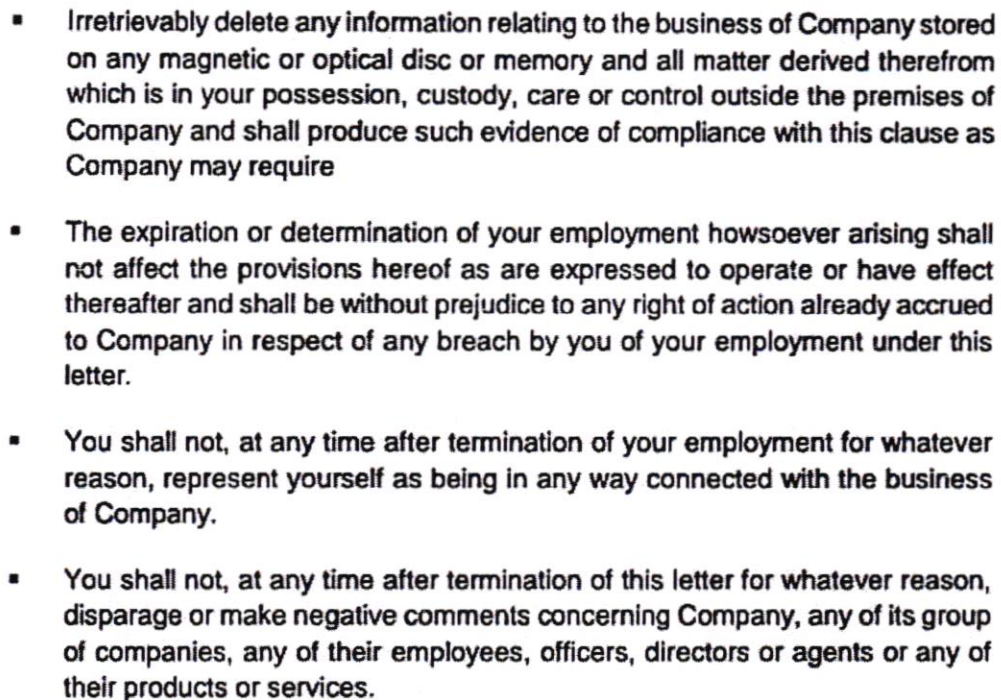
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- Seek, encourage, solicit, or attempt to solicit any employee of the Company to leave the Company for any reason or in any way interfere with the relationship between any such employee and the Company.
- Induce or attempt to induce any employee of the Company to accept employment with, work for, render services or provide advice to or supply confidential business information or trade secrets of the Company to any person or entity other than the Company; or
- Employ, or otherwise pay for services rendered by, any employee of the Company in any other business enterprise

**No.22B, "TE Park", Doddenakundi, 2nd phase, Industrial Area, Whitefield Road,
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17. Falsification of data for employment, serious misconduct like insubordination, causing loss to Company or employees, breach of terms of this appointment, violation of the "Proprietary Information, Invention and Confidentiality" agreement, violation of the "Invention, Copyright and Trade Secret" agreement and other agreements signed by you at the time of joining and during the course of your employment with the Company and unauthorized absence from work could lead to the Company taking civil and criminal actions against you. These examples are intended only as a guide and are not all-inclusive. Failure to properly report absences for eight consecutive days or more may be interpreted by the Company to mean that you have voluntarily resigned from the service of the Company and will result in termination of your employment without any further notice or pay.
18. During your employment with the Company, you may have access to confidential and proprietary information of the Company and its activities and / or their customers. You will not, at any time, without the written consent of the Company, disclose, divulge or make public except on legal obligations, any information regarding company affairs or administration or research carried out whether the same is confided to you or become known to you during your employment or otherwise.
19. The liabilities under the applicable income tax regulations with regards to your salary and perks will be your sole liability and will be governed by the tax laws of the country as applicable from time to time.
20. The retirement age in respect of your employment shall be 60 years. In the event of any dispute pertaining to age, the Company shall consider your appropriate school or undergraduate certificates or any such valid document as the base for proof.
21. This offer letter shall be governed by the laws of India. If any dispute, difference or question shall arise between the Company, its successors or assigns and you (or your executors, administrators, assigns) related to the construction, meaning or effect of the terms and conditions of this letter, such disputes / differences shall be subject to the exclusive jurisdiction of the courts of Bangalore.
22. The Company reserves the sole right to incorporate such other terms and conditions as it deems fit. The Company reserves the sole right to amend, revise or withdraw plans or programs referenced in this Offer Letter as it deems fit. Further your work in the Company will be subject to the rules and regulations of the Company as promulgated and modified from time to time in relation to conduct, discipline and other matters. All information pertaining to your employment, service

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rules / regulations and general code of conduct etc., is available in the Employee Handbook and HR Policy Manual. You are requested to peruse the same.

23. If at any time hereafter the Company changes the salary, designation or place of posting, such alterations shall not affect the other terms outlined in this letter of appointment.

24. If you are willing to accept this offer of employment subject to the terms and conditions specified above, you may kindly sign and return the duplicate copy of this letter in token of your acceptance of the said terms and conditions.

Thanking You

Yours truly,

RAHUL
RAJGOPAL
NAIR

Digitally signed by
RAHUL RAJGOPAL
NAIR
Date: 2018.11.30
10:20:41 +05'30'

Senior Manager - Talent Acquisition

I have read and understood the above terms and conditions and those in the Annexures hereto and agree to faithfully accept and abide by the same.

Signature :

Name : PROJWAL BAGAVARAJ

Date : 30/11/2018

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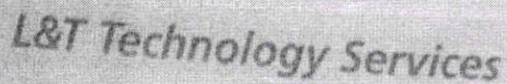
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TECHNOLOGY UNIVERSITY, CN

02.02.2024 22:35





Ref: LTTS/HR/ET/2019/ 228

Date: 16.08.18

Name: KARANTH PRAMOD

Offer Of Intent

Dear Pramod,

Issued By : JASON SS

Signature : Taron

Date : 16.08.18

Greeting from L&T Technology Services Ltd.

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

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

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

This Offer of Intent is valid subject to you

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

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

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.

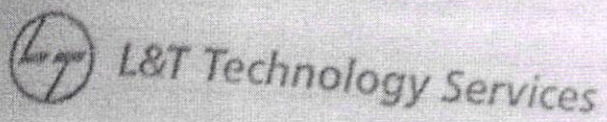
Registered Office: L&T House, N. M. Marg, Ballard Estate, Mumbai
L&T Technology Services Limited is a subsidiary of Larsen & Toubro

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TECHNOLOGY UNIVERSITY, CN=

CIN: L72900MH2012PLC232169





Date: 16.08.18

Signature : Jayon

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: Pramod Karanth

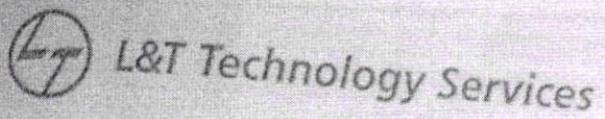
College: Sri Jayachamarajendra College of Engineering
Signature: Prasad Kumar

Signature Pramod Karanth

Date: 20/02/2018

Signature Not Verified

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Date: 20/08/2018

ANNEXURE

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

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Prasad
Mechanical
45USME037.

February 19, 2019



Ref No: CAN048267

Mr. PRASAD

23-61 Plot No 34/1, Humnabad Road, Near Basaveshwara Chowk, Revanasiddeshwara Colony, Kapnoor,
Kalaburagi,
Karnataka-585104.

Mob No.: 9945386350

Dear Mr. PRASAD,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You will be trained in the areas of our commercial vehicle financing and responsible for growth & development of our Commercial Vehicle Finance Business.
2. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
3. You will be paid a total remuneration of **Rs.2,44,920/-p.a.(which is inclusive of Stipend & other allowances)**
4. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
5. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.
 - a. Educational qualifying degree/provisional certificate and Mark sheets
 - b. AADHAR card, PAN Card and Driving License Copy
 - c. Cancelled Cheque/Bank Passbook copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to Shriram Transport Finance Company limited.

Best Wishes,

HR Department

Prasad
28/02/2019
(ACCEPTED)

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Shriram Value Services Limited, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai- 600 004." Mail id hrd@shriramvalue.in Phone No. 044-42913019/3052.

Disclaimer: Shriram Transport Finance Co.Ltd do not engage any consultants or agencies for recruitments.



Signature Not Verified

Shriram Transport Finance Company Limited

HR & Infra Office: 101-105 Shiv Chambers 1St Floor B Wing Sector 11 C B D Chalapuri, Navi Mumbai - 400614. Tel: +91 22 4095 7575 / 27580171 | Fax: +91 22 2758 0176.
Registered Office: Mookambika Complex, 3rd Floor, No. 4, Lady Desika Road, Mylapore, Chennai-600 004, Tamil Nadu, India. Tel.: +91 44 2499 0356 | Fax: +91 44 2499 3272.
Website: www.stfc.in | Corporate Identity Number(CIN)-L05191TN1979PLC007874.



Offer: Computer Consultancy
Ref: TCSL/CT20182522981/Bangalore
Date: 24/09/2018

RAJESH SEN
MECHANICAL
LJSC15MEO40

Mr. Rajesh Sen
453Vijaynagar 3rd Stage, 15th Main, 13th Cross,
Behind Sjce Back Gate,
Mysuru-570017,
Karnataka.
Tel# -

Dear Rajesh Sen,

Sub: Letter of Offer

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

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

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

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

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

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TATA CONSULTANCY SERVICES

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, 11th Floor, Nariman Point, Mumbai 400 021

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



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

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

3. Personal Allowance

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

4. Food Card

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

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TCS Careers Serviceline: 1800 49 31 11 Email: careers@tcs.com



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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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HYDEHI RC-1 BLOCK, 82, E, 8th Floor, Bangalore 560 066 India

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Registered Office Nirmal Building, 1st Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 31 11 Email: careers@tcs.com



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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SOKKALINGAM ARUNACHALAM DHANARAJ
CHENNAI
SERIAL NUMBER: 09071274300502 / 0300706849769245
4265740870914 122057601 SCS, Madurai, Pincode-625006
Phone: 8050058714-4 Lines, Landline: 045540938165889, QUARTERMASTER, O-JSS SCIENCE AND
TECHNOLOGY UNIVERSITY
02.02.2024 22:35
HYDEHI RC-1 BLOCK, 82, EP, Madurai-560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 6724 7001 Email: careers@tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 29 31 11 Email: careers@tcs.com



- 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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WYDEHI RC-1 BLOCK, 82, Bangalore 560 066 India

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





23. Compliance to all clauses

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



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TATA CONSULTANCY SERVICES

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VYDEHI RC-1 BLOCK, 82, E, 10TH FLOOR, CHENNAI 600 066 India

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

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

TCS Careers Serviceline: 1800 79 3111 Email: careers@tcs.com



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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Website: www.tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Rajesh Sen
Designation	Assistant System Engineer-Trainee
Institute Name	Sri Jayachamarajendra College Of Engineering, Mysore

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



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Annexure 2

Regional Offices

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

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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Signature Not Verified

SOKKALING ARUMUGAM DHANARAJ
CN=SOKKALING ARUMUGAM DHANARAJ,
SERIALNUMBER=0971c747305017d3b307df6e45d76824ff

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

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

TCS Careers Serviceline: 1800 83 93 111 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.



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TATA CONSULTANCY SERVICES

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VYDEHI RC-1 BLOCK, 82, 4th Floor, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 6724 7001 Website: www.tcs.com
Registered Office Nirmal Building, 10th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 31 11 Email: careers@tcs.com



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines

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

7. Restriction on Retainer/Consultant's Rights

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

8. No License

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



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 or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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TATA CONSULTANCY SERVICES

Signature Not Verified

HYDEHI RC-1 BLOCK, 82, SORKALINGAM ARUNACHAL DHANAJI, Bangalore 560 066 India

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

Registered Office Nirmal Building, 10th Floor, Nariman Point, Mumbai 400 021

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



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

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

11. Non-Compete

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



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TCSL/CT20182522981

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TATA CONSULTANCY SERVICES

Signature Not Verified
VYDEHI RC-1 BLOCK, 82, EP, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 6724 7001
Registered Office Nirmal Building, 10th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 309 3111 Email: careers@tcs.com

Her



Privileged & Confidential

TECIL/HR/2018_330

Dear Rakshit,

1. Position Title : R&D/Product Development Engineer
Band : 5-4
Business Segment/Function : **Transportation Solutions**
2. Compensation Perquisites & Allowances:
You will be entitled to the salary and perquisites as listed in Annexure I hereto. This is a matter purely between yourself and TE Connectivity India Pvt Ltd arrived at based on your specific background and merit. You are expected to keep this information and any changes made to this Offer Letter from time to time strictly confidential. In case you have any queries, you may reach out to the Human Resources Department.
3. Your initial place of posting will be Bangalore. However, you are liable to be transferred to any other place or office of the Company or to any other division or department or to any subsidiary or an associate company of the Company that is presently in existence or will be incorporated/formed on a future date. The Company will also have the right to send you on deputation or to assign your services to any other organization as it deems fit. Any of the above instances will not adversely affect your emoluments.
4. Your appointment will be effective from the date of joining which shall be as soon as possible but not later than **1st July 2019** failing which this offer will automatically stand withdrawn.

No.22B, "TE Park". Doddenakundi, 2nd phase, Industrial Area, Whitefield Road,
Bangalore – 560048, India
Tel (+91) 80 33195498 / 99
Fax (+91) 80 33195498 / 99

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TECHNOLOGY UNIVERSITY, C=IN



5. You will be governed by and will abide by the Rules and Regulations of the Company in force from time to time.
6. On the acceptance of this offer, you will be expected to sign "Doing the Right things – The TE Guide to Ethical Conduct" and "Intellectual Property Agreement", which shall be binding on you throughout your employment with the Company. You will also keep the Company duly and promptly informed in writing, if you are bound by any confidentiality or other similar agreements with any of your previous employers and you shall keep us indemnified always from and against the consequences of any breach of any such agreements.
7. The Company reserves to itself and shall have the right to vary or modify at any time, any or all the provisions in the TE Guide to Ethical Conduct.
8. You warrant, undertake and confirm to the Company that you are not bound by the terms and conditions of any non-disclosure agreement, confidentiality agreement or any other similar document, deed or writing by whatever name called executed prior to the employment with the Company, to take up this employment with the Company.
9. You shall, during your service with us, devote your whole time and attention to the Company's or other business entrusted to you by the Company and you shall not engage, directly or indirectly, in any other business or service, without the prior written permission of the Company.
10. This offer is made based on the information submitted by you. You shall promptly inform the Company in writing of any changes with respect to such information provided, and in any case no later than three days of such change. If at any time it emerges that such information were false or incorrect or that any material or relevant information had been suppressed or concealed or exaggerated, this offer and any appointment pursuant hereto will be considered ineffective and irregular and you will be liable to be terminated by the Company without notice or salary in lieu of notice, without prejudice to the right of the Company to take disciplinary action against you.
11. Any notice required to be given to you shall be deemed to be duly and properly given if (a) delivered to you personally; or (b) sent by registered post to you at your address in India as recorded with the Company; or (c) sent via email to your email id registered with the Company and if a delivery receipt notification is received with respect to such email.



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- Irretrievably delete any information relating to the business of Company stored on any magnetic or optical disc or memory and all matter derived therefrom which is in your possession, custody, care or control outside the premises of Company and shall produce such evidence of compliance with this clause as Company may require
- The expiration or determination of your employment howsoever arising shall not affect the provisions hereof as are expressed to operate or have effect thereafter and shall be without prejudice to any right of action already accrued to Company in respect of any breach by you of your employment under this letter.
- You shall not, at any time after termination of your employment for whatever reason, represent yourself as being in any way connected with the business of Company.
- You shall not, at any time after termination of this letter for whatever reason, disparage or make negative comments concerning Company, any of its group of companies, any of their employees, officers, directors or agents or any of their products or services.

16. The Company has an important business interest in preserving and retaining its relationships with its employees. In consideration of your employment with the Company and/or this agreement, during the term of your employment and for one year thereafter, you should not directly or indirectly or in cooperation with others to:

- Seek, encourage, solicit, or attempt to solicit any employee of the Company to leave the Company for any reason or in any way interfere with the relationship between any such employee and the Company.
- Induce or attempt to induce any employee of the Company to accept employment with, work for, render services or provide advice to or supply confidential business information or trade secrets of the Company to any person or entity other than the Company; or



Employ, or otherwise pay for services rendered by, any employee of the Company in any other business enterprise

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17. Falsification of data for employment, serious misconduct like insubordination, causing loss to Company or employees, breach of terms of this appointment, violation of the "Proprietary Information, Invention and Confidentiality" agreement, violation of the "Invention, Copyright and Trade Secret" agreement and other agreements signed by you at the time of joining and during the course of your employment with the Company and unauthorized absence from work could lead to the Company taking civil and criminal actions against you. These examples are intended only as a guide and are not all-inclusive. Failure to properly report absences for eight consecutive days or more may be interpreted by the Company to mean that you have voluntarily resigned from the service of the Company and will result in termination of your employment without any further notice or pay.
18. During your employment with the Company, you may have access to confidential and proprietary information of the Company and its activities and / or their customers. You will not, at any time, without the written consent of the Company, disclose, divulge or make public except on legal obligations, any information regarding company affairs or administration or research carried out whether the same is confided to you or become known to you during your employment or otherwise.
19. The liabilities under the applicable income tax regulations with regards to your salary and perks will be your sole liability and will be governed by the tax laws of the country as applicable from time to time.
20. The retirement age in respect of your employment shall be 60 years. In the event of any dispute pertaining to age, the Company shall consider your appropriate school or undergraduate certificates or any such valid document as the base for proof.
21. This offer letter shall be governed by the laws of India. If any dispute, difference or question shall arise between the Company, its successors or assigns and you (or your executors, administrators, assigns) related to the construction, meaning or effect of the terms and conditions of this letter, such disputes / differences shall be subject to the exclusive jurisdiction of the courts of Bangalore.
22. The Company reserves the sole right to incorporate such other terms and conditions as it deems fit. The Company reserves the sole right to amend, revise or withdraw plans or programs referenced in this Offer Letter as it deems fit. Further your work in the Company will be subject to the rules and regulations of the Company as promulgated and modified from time to time in relation to conduct, discipline and other matters. All information pertaining to your employment, service



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rules / regulations and general code of conduct etc., is available in the Employee Handbook and HR Policy Manual. You are requested to peruse the same.

23. If at any time hereafter the Company changes the salary, designation or place of posting, such alterations shall not affect the other terms outlined in this letter of appointment.

24. If you are willing to accept this offer of employment subject to the terms and conditions specified above, you may kindly sign and return the duplicate copy of this letter in token of your acceptance of the said terms and conditions.

Thanking You

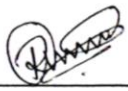
Yours truly,

RAHUL
RAJGOPAL
NAIR

Digitally signed by
RAHUL RAJGOPAL
NAIR
Date: 2018.11.30
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Senior Manager - Talent Acquisition

I have read and understood the above terms and conditions and those in the Annexures hereto and agree to faithfully accept and abide by the same.

Signature : 

Name : RAKSHIT BALIGA

Date : 30th November 2018



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MODE OF PAYMENT

A brief explanation of your salary and other entitlements are detailed below:

1. SALARY:

Monthly transfer into Employee's a/c with the bank

Basic Salary
House Rent Allowance
Flexible Benefit Plan

2. STATUTORY PAYMENTS:

Employee's Provident Fund: Employer's Share is paid every month directly to the employee's account with the Provident Fund Commissioner.

Gratuity: As per the Payment of Gratuity Act 1972 and rules thereunder.

3. ANNUAL / OTHER BENEFITS:

Group Health Insurance: You and your family members (Spouse and two children) shall be covered under Group Medical Insurance with coverage of Rs.5 lakh (Floater Policy). The Premium shall be paid by the company.

Parental Insurance: The Company facilitates employees to cover their parents under separate policy. The maximum coverage is Rs.2 lakh (Floater Policy). The premium for this shall be paid by employee separately.

Group Personal Accident Insurance: Coverage amount would be three times of the Annual Guaranteed Cash (AGC) of the employee. This insurance is applicable only to the employee.

Life Insurance: Coverage amount would be three times of the Annual Guaranteed Cash (AGC) of the employee. This insurance is applicable only to the employee.

All the above payments are subject TDS wherever applicable. In case of disallowance by IT department, the same will be recovered from the employee.

The company reserves the right to revise the schemes from time to time, if required.

Thanking You

Yours truly,

RAHUL
RAJGOPAL
NAIR

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RAHUL RAJGOPAL NAIR
Date: 2018.11.28
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Senior Manager - Talent Acquisition



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Tech Mahindra



Rakshithkumar B K

Associate ID

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5. You will be governed by and will abide by the Rules and Regulations of the Company in force from time to time.
6. On the acceptance of this offer, you will be expected to sign "Doing the Right things – The TE Guide to Ethical Conduct" and "Intellectual Property Agreement", which shall be binding on you throughout your employment with the Company. You will also keep the Company duly and promptly informed in writing, if you are bound by any confidentiality or other similar agreements with any of your previous employers and you shall keep us indemnified always from and against the consequences of any breach of any such agreements.
7. The Company reserves to itself and shall have the right to vary or modify at any time, any or all the provisions in the TE Guide to Ethical Conduct.
8. You warrant, undertake and confirm to the Company that you are not bound by the terms and conditions of any non-disclosure agreement, confidentiality agreement or any other similar document, deed or writing by whatever name called executed prior to the employment with the Company, to take up this employment with the Company.
9. You shall, during your service with us, devote your whole time and attention to the Company's or other business entrusted to you by the Company and you shall not engage, directly or indirectly, in any other business or service, without the prior written permission of the Company.
10. This offer is made based on the information submitted by you. You shall promptly inform the Company in writing of any changes with respect to such information provided, and in any case no later than three days of such change. If at any time it emerges that such information were false or incorrect or that any material or relevant information had been suppressed or concealed or exaggerated, this offer and any appointment pursuant hereto will be considered ineffective and irregular and you will be liable to be terminated by the Company without notice or salary in lieu of notice, without prejudice to the right of the Company to take disciplinary action against you.
11. Any notice required to be given to you shall be deemed to be duly and properly given if (a) delivered to you personally; or (b) sent by registered post to you at your address in India as recorded with the Company; or (c) sent via email to your email id registered with the Company and if a delivery receipt notification is received with respect to such email.

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12. This offer is contingent upon your submitting satisfactory references and an employment background verification through a Company approved agency. Failure to clear the background check would result in withdrawal of this offer and immediate termination of your employment with the Company without any notice or notice pay. While employed with us, the management of the Company reserves the right to conduct additional investigations and / or background verification with respect to your candidature. By signing this letter, you are hereby giving us the consent to conduct such additional investigations and / or background verification, details of which will be provided at a later point of time. Your refusal to be tested, failure to clear the subsequent investigations and / or background verification may result in termination of your employment with the Company without notice or notice pay.
13. This employment may be terminable by either party by giving to the other two full months' written notice. Company may, however, reduce this notice period at its discretion by accepting/paying gross salary in lieu thereof.
14. However, in case of breach by you of any of the above conditions or those in any of the Annexure hereto, will render your service liable to termination without any notice or payment in lieu of such notice.
15. Upon termination of your employment howsoever arising, you shall (if Company so requests):
 - Immediately resign from all offices held in Company and any office in any other company acquired by reason of or in connection with your employment with Company and you hereby irrevocably appoint Company to be your attorney in your name and on your behalf to execute any documents and to do any things necessary or requisite to give effect to this clause.
 - Deliver to Company all documents (including, but not limited to, correspondence, lists of customers, plans, drawings, accounts and other documents of whatsoever nature and all copies thereof, whether on paper, computer memory or otherwise) made, compiled or acquired by you during your employment and relating to the business, finances or affairs of Company or customers and any other property of Company which is in your possession, custody, care or control, including but not limited to mobile phones, access cards, pen drive, storage device, laptop and etc., to the extent possible or otherwise duly destroyed. You shall, if requested to do so by Company, confirm in writing your compliance with your obligations under this clause.

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 - The expiration or determination of your employment howsoever arising shall not affect the provisions hereof as are expressed to operate or have effect thereafter and shall be without prejudice to any right of action already accrued to Company in respect of any breach by you of your employment under this letter.
 - You shall not, at any time after termination of your employment for whatever reason, represent yourself as being in any way connected with the business of Company.
 - You shall not, at any time after termination of this letter for whatever reason, disparage or make negative comments concerning Company, any of its group of companies, any of their employees, officers, directors or agents or any of their products or services.
16. The Company has an important business interest in preserving and retaining its relationships with its employees. In consideration of your employment with the Company and/or this agreement, during the term of your employment and for one year thereafter, you should not directly or indirectly or in cooperation with others to:
- Seek, encourage, solicit, or attempt to solicit any employee of the Company to leave the Company for any reason or in any way interfere with the relationship between any such employee and the Company.
 - Induce or attempt to induce any employee of the Company to accept employment with, work for, render services or provide advice to or supply confidential business information or trade secrets of the Company to any person or entity other than the Company; or
 - Employ, or otherwise pay for services rendered by, any employee of the Company in any other business enterprise

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23. If at any time hereafter the Company changes the salary, designation or place of posting, such alterations shall not affect the other terms outlined in this letter of appointment.
24. If you are willing to accept this offer of employment subject to the terms and conditions specified above, you may kindly sign and return the duplicate copy of this letter in token of your acceptance of the said terms and conditions.

Thanking You

Yours truly,

RAHUL
RAJGOPAL
NAIR

Digitally signed by
RAHUL RAJGOPAL
NAIR
Date: 2018.11.30
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Senior Manager - Talent Acquisition

I have read and understood the above terms and conditions and those in the Annexures hereto and agree to faithfully accept and abide by the same.

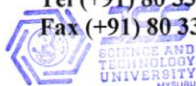
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Name : _____

Date : _____

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TECHNOLOGY UNIVERSITY, C=IN



Compensation Structure – Annexure I

Name: Sanjeev S

Band / GJF Level: 5-4

Designation: R&D/Product Development Engineer

Location: Bangalore

Salary Components	Amount per month (INR)	Amount per annum (INR)
Basic Salary	15,625	1,87,500
House Rent Allowance	6,250	75,000
Flexible Benefit Plan / Other Allowance	11,025	1,32,298
Guaranteed Cash (A)	32,900	3,94,798
Provident Fund	1,875	22,500
Gratuity	751	9,014
Total Cost of Benefits (B)	2,626	31,514
Cost to the Company (A+B)	35,526	4,26,312
Target Incentive (GIP) (C)		23,688
Total Cost to the Company (A+B+C)	35,526	4,50,000

RAHUL
RAJGOPAL
NAIR

Digitally signed by
RAHUL RAJGOPAL NAIR
Date: 2018.11.30
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Senior Manager - Talent Acquisition

Notes:

- For Flexible Benefit Plan components, refer Annexure II.
- Gratuity: As per the Payment of Gratuity Act 1972 and rules thereunder
- As a part of Target Incentive (GIP) FY19 you will be covered under a Target Incentive of 6% of your annual guaranteed cash.

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Phone=+9133195498, Te=+9133195498, URN=urn:ietf:params:spki:0.1.1, b48546a388965809, OU=REGISTRAR, O=JSS SCIENCE AND
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Flexible Benefit Plan components – Annexure II

All Flexible Benefit Plan (FBP) declarations are permitted twice a year i.e. in the month of January and April or on joining TE in case of new employees. In absence of declaration, the same shall be paid in salary as a monthly component post tax deduction.

- **Leave Travel Assistance:**

The maximum value is two months of Basic Salary. This shall be paid to employees only against their LTA claims subject to submission of relevant LTA supporting claims.

- **Meal / Food Allowance:**

The maximum value is INR 26,400 per annum. Employees shall be issued with Food Debit Cards. Declared amount will be loaded to cards on monthly basis.

- **National Pension Scheme:**

The maximum value is 10% of Basic Salary. The NPS is a voluntary, defined contribution scheme regulated by PFRDA. No upper cap in terms of absolute value. The contributions towards this shall be remitted to NPS fund on monthly basis.

- **Car Lease Amount:**

The amount towards the 'Car Lease' under this policy will be part of employee FBP/AGC. The eligibility will be in line with company car lease policy for different levels.

- **Vehicle Maintenance:**

This benefit is extended only for employees who avail company car lease benefit as per the policy of the company. This component is towards fuel, insurance and maintenance and paid on monthly basis on submission of legitimate bills for the same. The eligibility will be in line with company car lease policy for different levels.

- **Balance FBP (Other Allowance):**

This will be balance amount of FBP Allowances & reimbursements. This shall be paid to employees' subject to tax on monthly basis.

- **Un-claimed allowances/reimbursements:**

If any under Flexible Benefit Plan at the end of year shall be paid to employees' subject to applicable taxes in the month of December every year.

RAHUL
RAJGOPAL
NAIR

Digitally signed by
RAHUL RAJGOPAL
NAIR
Date: 2018.11.30
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Senior Manager - Talent Acquisition

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TECHNOLOGY UNIVERSITY

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Privileged & Confidential

TECIL/HR/2018_336

Dear Sanju,

1. Position Title : R&D/Product Development Engineer
Band : 5-4
Business Segment/Function : Transportation Solutions
2. Compensation Perquisites & Allowances:
You will be entitled to the salary and perquisites as listed in Annexure I hereto. This is a matter purely between yourself and TE Connectivity India Pvt Ltd arrived at based on your specific background and merit. You are expected to keep this information and any changes made to this Offer Letter from time to time strictly confidential. In case you have any queries, you may reach out to the Human Resources Department.
3. Your initial place of posting will be **Bangalore**. However, you are liable to be transferred to any other place or office of the Company or to any other division or department or to any subsidiary or an associate company of the Company that is presently in existence or will be incorporated/formed on a future date. The Company will also have the right to send you on deputation or to assign your services to any other organization as it deems fit. Any of the above instances will not adversely affect your emoluments.
4. Your appointment will be effective from the date of joining which shall be as soon as possible but not later than **1st July 2019** failing which this offer will automatically stand withdrawn.

No.22B, "TE Park". Doddenakundi, 2nd phase, Industrial Area, Whitefield Road,
Bangalore – 560048, India
Tel (+91) 80 33195498 / 99
Fax (+91) 80 33195498 / 99

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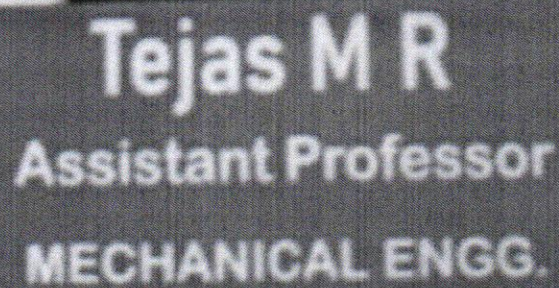
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TECHNOLOGY UNIVERSITY, C=IN

A black and white portrait of a man with dark, wavy hair and a mustache. He is looking directly at the camera with a neutral expression. He is wearing a light-colored, possibly white, collared shirt. The background is a plain, light color. The image has a slightly grainy texture, characteristic of older film photography.

Emergency Contact: +91 70262 57671

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Authorized Signatory

AUTOMOTIVE AXLES LIMITED

Saturday, 16th March, 2019

Mr. Thanuj Yadav U
S/o: T M Umesh
#11/37, SBM Road, Subramanyanagara,
Turuvekere Town, Turuvekere (Rural),
Tumkur, Karnataka - 572227
Ph.: +91 9741570800/ 8762489206
Mail-ID: thanujyadavu@gmail.com

Subject: Offer for the position of Graduate Engineer Trainee.

Dear Mr. Thanuj Yadav U,

We refer to the pleasant discussion you had with us, we are pleased to offer you the position in Management Staff grade (**SG-04**) in our organization at a mutually discussed and agreed salary and perquisites which is inclusive of Performance incentive pay during the Financial Year and payout will be for the previous year subject to employee being on the payroll of the Company at the time of performance incentive payout. You will not be eligible for LTA in case of separation before completion of one year of service from the date of joining. The details of the salary and perquisites will be incorporated in the appointment letter which will be issued to you the day you join your duties with us.

Your initial posting will be at Automotive Axle Ltd, Mysore plant and this offer is subject to pre-employment health check-up and background verification. You are requested to provide following documents and sign the enclosed background verification authorization form as part of this offer acceptance for us to initiate background verification process:

- Scanned copy of documents in support of age and academics as declared in the bio-data
- Scanned copy of service certificates & relieving letters from all previous employer
- Scanned copy of PAN Card / Aadhaar Card & Passport

You are requested to report on duty for joining and orientation on or before 24th June 2019. We would appreciate, if you send us your acceptance for this offer along with confirmation of your joining date, within a week's time. This offer is valid, subject to your joining on above mentioned date.

The following documents need to be furnished by you at the time of joining:

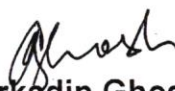
- 6 passports and 6 stamp size photographs.
- Photocopy of documents in support of Age, Academics, originals for verifications
- Copy of service certificate, salary certificate & relieving letter from the current employer
- Pathology report of blood grouping, Rh and HB%. Urine-routine (Sugar & Albumin).
- Saving Bank account number in SBI or ICICI or Axis Bank. Cancelled Cheque or photocopy of passbook is required.
- Photocopy of TDS deducted by previous employer from 1st April to till date of relieving.
- Document proof of your address

You are requested to acknowledge this letter as token of acceptance.

We look forward to you to join us much earlier.

Thanking you,
Yours truly,

For AUTOMOTIVE AXLES LIMITED,


Arkadip Ghosh
Manager - Human Resources, MHVSIL & AAL, Mysore

Regd. Office & Mysuru Unit :

Hootagalli Industrial Area, Off Hunsur Road, Mysuru - 570 018, Karnataka, India.

Telephone : 91 - 821 - 719 7400 / 821 - 240 2451

Email : info@autoaxle.com Website : www.autoaxle.com

CIN : L51909KA1981PLC004198

ISO 9001 : 2015 / IATF 16949 : 2016, EMS ISO 14001 : 2015 & BS OHSAS 18001 : 2007



KALYANI



MERITOR®

AUTOMOTIVE AXLES LIMITED

Thanuj Yadav U - Graduate Engineer Trainee		
Description		Offer
Name		Thanuj Yadav U
Qualifications		BE - Mechanical
Location		Mysore
Experience		Fresher
Grade		SG04
Designation		Graduate Engineer Trainee
Component Details		Salary in INR
Gross Salary		
1	Basic (Monthly)	15300
2	HRA (Monthly)	6120
3	Special Allowance (Monthly)	0
4	Superannuation Allowance (Monthly)	2295
Total Gross Salary (Monthly)		23715
Total Gross Salary (Annual)		284580
Annual Components		
1	LTA (Annual)	4800
Total Guaranteed Salary (Gross Salary + Annual)		289380
Retirement / Statutory		
1	PF (Annual)	22032
2	Gratuity (Annual)	8827
3	Superannuation Fund (Annual)	0
Total Annual Fixed CTC (Gross+Allowances+Retirals)		320239
Performance Incentive / Bonus		
1	Bonus (Annual)	19032
2	Annual Performance Incentive (Max Limit)	20968
Total Annual Incentive / Bonus		40000
TOTAL CTC (Fixed + Per Incentive/Bonus)		360239

Note:

- Performance incentive is based on Company's and individual performances and payout will be every year for the previous year subject to employee being on the payroll of the Company at the time of performance incentive payout
- An amount of bonus under the Payment of Bonus Act, payable to you, should there be any changes to bonus payout, the same shall be adjusted towards the performance incentive allocation
- Gratuity payment is as per Gratuity Act / Company Policy
- Mediclaime / Accident Insurance as per Company Policy
- Three year's retention bonus of Rs.225000 will be paid after 3 year's service including 1 year training

Prepared By:

Approved By:

Department Head



Signature of HR Head

HR Head

Regd. Office & Mysuru Unit:

Hootagalli Industrial Area, Off Hunsur Road, Mysuru - 570 018, Karnataka, India

Telephone : 91 - 821 - 719 - 503 9322 - 240 2451

Email : info@autoaxle.com, Website : www.autoaxle.com

CIN : L51909KA11381PLC004198

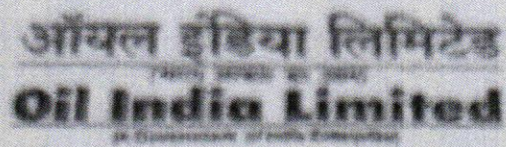
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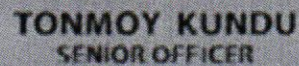
MERITOR®



HRAD/REC BX 0/22 2770



(A Government of India Enterprise)
Under Ministry of Petroleum & Natural Gas



OIL ID: 

Issued on : 17-06-2022
Valid Upto : 16-06-2027

CGM (HR-E)

(Issuing Authority)

Registered Office:
Dullajan, Dist: Dibrugarh, Assam - 786 602
STD - 0374, Tel: 2800587, 2804901

Signature Not Verified

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Mechanical
Yashwitha.P.S

Offer has been accepted



Mercedes-Benz

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

OFFER/HR/397757/2019

June 24, 2019

Yashwitha P S

191/1, Panakanahalli, Kasaba hobli

Mandya taluk & district

Karnataka

Karnataka - 571403

Dear Yashwitha P S,

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 RD /TBV. Your work place will be
India>Karnataka>Bangalore>Mercedes-Benz Research & Development India, Whitefield Palms

REMUNERATION

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



Signature Not Verified

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Phone=9432026887430050
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TECHNOLOGY UNIVERSITY

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