

2019-2020

SL NO.	NAME OF THE OUTGOING STUDENTS PLACED	ORGANISATION IN WHICH PLACED	PACKAGING COMMITTED PER ANNUM IN INR	PAGE NUMBER
1	AKHILA G	IMAGINE TECH	8.5	3
2	AMITH J R	LAM RESEARCH	12	4
3	AMULYA AS	TATA ELXIS	5.5	5
4	ANUSHA B S	L&T	6.33	7
5	ARCHANA G R	L&T	6.33	11
6	BHOOMIKA NAGARAJ	IBM	11	15
7	DEEPALIGOWDA K	ACCENTURE	4	32
8	HARISHKUMAR P	ACCENTURE	4	39
9	LAKSHMITHA J	ACCENTURE	4	46
10	MADHUSHREE N	LAM RESEARCH	12	47
11	MANISH M R	BOSCH	4.5	52
12	MANOJ KUMAR PS	COGNIZANT	4	58
13	MEGHANA DN	IBM	11	59
14	MEGHANA N S	SIEMENS HEALTHCARE	20	60
15	MOHAN KUMAR K	SAANKHYA LABS	4.5	83
16	NANDAKISHORE N	ACCENTURE	4	67
17	NIRANJAN B A	COGNIZANT	4	68
18	PAVANA R KOWSHIK	ACCENTURE	4	72
19	PAVITHRA M	LAM RESEARCH	12	78
20	PRAJWAL RAO P	L&T TECH SERVICES	4	84
21	PRAJWAL S	L&T	6.33	87
22	PRAMOD K	ACCENTURE	4	90
23	SHREEKAR KULKARNI	L&T TECHNOLOGY SERVICES	4	97
24	SHREYAS A S	SCHNEIDER ELECTRIC	9	98
25	SOUHIK MAZUMDAR	SONATA SOFTWARE	6	106
26	SOWMYA MR	SCHNEIDER ELECTRIC	9	112
27	SUJAY G R	ACCENTURE	4	114
28	SUMA K R	ALSTOM	9	121
29	SWAMY K	BOSCH	4.5	126
30	VINAY KUMAR V	L & T TECHNOLOGY SERVICES	4	128

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31	YATHISH KT	SIEMENS HEALTHINEERS	20	130
32	AKANKSH S	SAANKHYA LABS	4.5	
33	MADHU K	L & T TECHNOLOGY AND SERVICES	4	
34	SONIKA S	COGNIZANT	4	
35	SUMARANI N R	KPIT TECHNOLOGIES	7	
36	TEJAS M L	BOSCH	4.5	
37	YASHWANTH	ACCENTURE	4	

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 TECHNOLOGY UNIVERSITY, CN



Akhila G <mys.akhila@gmail.com>

Internship Offer Letter

2 messages

HR_India <HR_India@imaginetechnologies.org>

2 December 2019 at 15:21

To: "mys.akhila@gmail.com" <mys.akhila@gmail.com>

Cc: Rashmi Hollikeri <rhollerikeri@imaginetechnologies.org>, Amitha Vernekar <avernekar@imaginetechnologies.org>, Meenu Sharma <MSharma@imaginetechnologies.org>

Hi Akhila

With reference to our recent discussions, we are pleased to offer you the position of **Intern** at Imagine Technology & Services Pvt. Ltd. Your joining date is **06-January-2020**.

You are required to produce the following documents on the day of joining.

1. A bonafide certificate from your institution stating that you're a student of that institute and that you're allowed to undertake an internship (No objection certificate)
2. A copy of your grade cards / transcripts.

Please report to office at 10 AM on 06-January-2020 at the address below.

Imagine technology and Services Pvt. Ltd. No.602, "Unnati", 1st Floor, 15th Cross, Outer Ring Road, 24th Main Rd, 1st Phase, J. P. Nagar, Bengaluru, Karnataka 560078.

Feel free to contact me on +91-9845501043, if you have any queries or concerns

Please acknowledge the receipt of this email.

Regards,

HR India

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Akhila G <mys.akhila@gmail.com>

To: HR_India <HR_India@imaginetechnologies.org>

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18 December 2019 at 09:19

Hi

While thankng the offer for internship, I would like to inform you that I have decided to pursue Higher Studies. I am unable to join the organization with regard to this.

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Phone=+919845501043, email=mys.akhila@gmail.com, o=JSS SCIENCE AND
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02.02.2024 22:36

September 28, 2020

Mr. Amith Javagal Ramesh,
Lakshmipura, Javagal, Hassan (D),
Arsikere (T)-- 573125

APPOINTMENT LETTER

Dear Amith,

Further to our discussions and your acceptance of our Offer Letter dated April 10, 2020, Lam Research (India) Private Limited ("Company") is pleased to appoint you as "Electrical Engineer, I" at the Bangalore office of the Company from September 28, 2020 on the following terms and conditions:

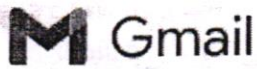
- 1) You will be paid salary as detailed in the annexure A to this offer letter.
- 2) Initially, you will be on probation for a period of six months from the date of your reporting to duty and will continue to be on probation till confirmed in writing.
- 3) You have executed an agreement with the company dated March 17, 2020 under which you have agreed to serve the Company for a minimum period of two years from the date of Joining. After you serve the Company for minimum period of two years from September 28, 2020, it shall be open to you to terminate the services by giving one month's advance notice to the management or one month's salary in lieu of such notice, at the Company's discretion. In case the Company desires to terminate your services anytime, the Company may do so by giving you one month's notice or one month's salary in lieu of such notice, at the Company's discretion. The Company will not permit adjusting your leave towards notice period. However, it shall be open to the Company to waive the notice period unilaterally and accept your notice of resignation as resignation itself. Such acceptance of your notice of resignation as resignation itself by waiving the notice period, shall not be construed as termination by the Company. The terms of this letter of appointment shall not in any way affect the rights and obligations of the parties under the agreement dated March 17, 2020.
- 4) You will be governed by the Company's Service Rules Regulations, leave rules, leave travel rules, etc., as applicable from time to time. You may be required to work in different shifts depending on the Company's requirements from time to time.

1 Page

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Acceptance Signature

Signature Not Verified



GOUTHAM GOWDA <sjce007@gmail.com>

Fwd: Tata Elxsi: Campus Connect: Registration confirmation and Pre connect notification

1 message

Amulya A S <amulyaask01@gmail.com>
To: sjce007@gmail.com

Sat, Oct 24, 2020 at 12:50 PM

----- Forwarded message -----

From: **Campus Connect** <campus_connect@tataelxsi.co.in>
Date: Fri 16 Oct, 2020, 2:44 PM
Subject: Tata Elxsi: Campus Connect: Registration confirmation and Pre connect notification
To: Campus Connect <campus_connect@tataelxsi.co.in>

cid:fb84cceb-9428-4eab-8481-4b326c1e0cd8

Hi,

Thank you for submitting your information in the Tata Elxsi Campus Connect portal and confirming your interest and willingness to be part of Tata Elxsi family.

we confirm that we have received your data and we are in the process of rolling out TEL Pre-connect Program by the end of this month. Pre Connect program is designed to give you all necessary information, knowledge and skill required to be part of Tata Elxsi engineering team and prepare you for an early on-boarding. We advise you to keep a check on your emails for further updates.

Meanwhile, we have received few requests for updating the name in our database. Please feel free to login to TEL Campus Connect Portal to check the correctness of your name. it is advised that any change that you make should match with any appropriate government document (limited to Aadhar Card, Voter ID, PAN Card or Passport) that you attach for validation. Please feel free to connect with Campus Connect mail box (campus_connect@tataelxsi.co.in) with copy of the supporting document so that we can update your name accordingly in our database.

We wish you a great journey with Tata Elxsi.

Best Regards

Campus Connect Team



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2 attachments

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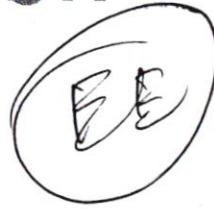
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ALSTOM

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You will be required to bring with you the following documents / records at the time of joining.

- a) Original Mark sheets of Engineering/Post Graduation Degree, of all semesters.
- b) Class X & XII mark sheets and certificates.
- c) 3 sets of recent passport sized colour photographs.
- d) Original documents as proof of your Address and Identity incl. PAN Card, Aadhaar Card, Passport etc.
- e) One set of photocopies of all the above-mentioned documents.

Expenses incurred towards travel, as part of your joining process will be reimbursed after your joining ALSTOM. As already mentioned during the selection process, you will be assessed on your proficiency in MS Office Tools, at the time of joining. This is a pre-requisite for your training.

During the period of your training, your relationship with ALSTOM may be terminated with one month's notice. On successful completion of your training period, you will be considered for confirmation on the basis of your performance during your training period. This however shall not be exercised as a matter of right and it shall be at the sole discretion of ALSTOM.

Your initial place of posting would be **Bengaluru**. During your training period, you may be required to work in any of our establishments, locations or manufacturing units in India or overseas, as and when required by the organization and as determined by the needs of the business.

During your training period, you may undergo different trainings in or outside the territory of India at ALSTOM's sole discretion. In case you are required to take training overseas and the same is sponsored by ALSTOM, you will be required to sign a separate Service Agreement which shall be in addition to the conditions enumerated in this letter.

A detailed Appointment Letter will be issued at the time of joining.

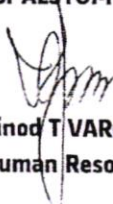
ALSTOM has a number of policies and procedures in place, which will be shared with you at the time of joining. Once you are employed with ALSTOM, you are required to fully comply with these policies and procedures. Notwithstanding anything contained in this letter, failure to comply with any of these policies would be construed as misconduct and may result in appropriate disciplinary action, including termination of your training.

Kindly sign and return the duplicate copy of this letter to confirm your acceptance by **28 January 2020**. If we do not receive the signed acknowledgement copy of this letter on or before 28 January 2020, it would be deemed that you are not interested in this offer and the same will stand withdrawn.

We welcome you to the ALSTOM family and wish you the very best in your future career.

Yours sincerely,

For ALSTOM Transport India Limited


Vinod T VARGHESE

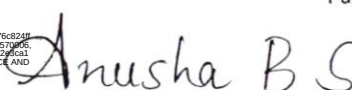
Human Resources Director, India & South Asia



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Annexure A

COMPENSATION STRUCTURE

Components	INR (Per annum)
Target Total Cost (TTC)	6,50,000/-
Basic	2,17,200
House Rent Allowance	1,08,600
Other Allowance	2,61,196
Provident Fund	26,064
Gratuity	10,447
Mediclaim	8,400
Bonus	18,093

Yours sincerely,

For ALSTOM Transport India Limited

Vinod T VARGHESE

Human Resources Director, India & South Asia



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Page 3 of 4

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Anusha B S

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Annexure B

Sub: Anusha B S Pre-employment Medical Tests

Dear Anusha,

You are required to complete the following medical examination from any registered clinic. The payment for these medical tests shall be borne by you and will be reimbursed upon joining the organization up to **INR 3,000/-**. Please ensure to submit original bill and the original medical reports at the time of joining.

Kindly note, the offer of employment is subject to medical clearance by us.

Investigations to be done

- Complete haemogram (Hb, TLC, DLC, ESR)
- Blood Group + RH
- Blood Sugar Post Prandial
- ECG
- HBS Ag
- X Ray Chest
- Eye Check up with an Ophthalmologist
- Blood Urea
- Serum Creatinine
- VDRL
- Urine Routine & microscopy
- Medical fitness certificate from a Doctor, who should be a registered medical practitioner from a government recognized general hospital or reputed private hospital.

Yours sincerely,

For ALSTOM Transport India Limited

Vinod T VARGHESE

Human Resources Director, India & South Asia



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Page 4 of 4

Anusha B S

Name: Archana G R

Sub: Offer Of Intent

Dear Archana

Greeting from L&T Technology Services Ltd.!

We are pleased to make you this offer of intent for the position of Associate Engineer (LTTS - 2). 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

- a. Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- b. Having secured 60% aggregate in Engineering Graduation
- c. Passing the final year examination of Graduation in the first attempt.
- d. No drop in any semester/ year throughout the course
- e. Completing the mandatory pre-onboarding training at the prescribed level of competence
- f. Submitting a Service Agreement, agreeing to serve the company for a period of 2 years from the date of commencement of training.
- g. Found medically fit by the Company authorized doctors.
- h. The company reserves the right to verify your documents and background through the internal or external agencies. These may include your current/pervious employment history, education/professional credentials and other background checks. If any discrepancy with regard to documentation is discovered after you have joined the company, you are liable to be terminated, apart from legal action initiated against you.
- i. Submitting all necessary documents at the time of joining
- j. Completing the post-onboarding classroom/ on the job training to prescribed threshold levels

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.

Post onboarding you will further undergo, mandatory additional class room and on the job trainings during your first year at LTTS. 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 1 year training period and If you do not complete the class room / on the job training to prescribed threshold levels, then you may be released from the company services, as per company policy.

During the period of training, your stipend will be INR 4,00,020/- 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.



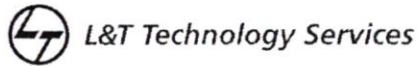
Registered Office: L&T House, N.M. Marg, Ballard Estate Mumbai - 400001, INDIA

L&T Technology Services Limited is a subsidiary of Larsen & Toubro

CIN : L72900MH2012PLC232169

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Ref.:LTTS/HR/ET/2020/105371

If the above-stated terms are acceptable to you, kindly digitally sign and email the signed copy of this letter within ten days from the date of issue. If we do not receive your acceptance within the stipulated time frame, we will consider that you have rejected this Offer of Intent..

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

Krishna kumar Nair
Head – Talent Acquisition

Acceptance by applicant below

.....
I have read this Offer of Intent and accept the same

Name : Archana G R

College : JSS S&TU

Signature :

Date : 04/07/2020



Registered Office: L&T House, N.M. Marg, Ballard Estate Mumbai - 400001, INDIA
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Salary Card

Name : Archana G R

Designation : Associate Engineer (Trainee)

Grade : LTTS-2

Salary Components	MONTHLY	ANNUAL
	(INR)	(INR)
Basic Salary	15,500	1,86,000
Flexible Benefit Plan (FBP)	14,975	1,79,700
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==>	30,475	3,65,700
Provident Fund (@ 12% of basic salary)	1,860	22,320
TOTAL FIXED COMPENSATION==>		3,88,020
Bonus	1000	12,000
TOTAL COMPENSATION==>		4,00,020


Registered Office: L&T House, N.M. Marg, Ballard Estate Mumbai - 400001, INDIA
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CIN : L72900MH2012PLC232169

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HR TALENT ACQUISITION & DEPLOYMENT

HRTAD/Rec/Campus/16055/Associate/2019-20

BHARATH D

B.E

Sri Jayachamarajendra College of Engineering, Mysore

Dear Sir/ Madam,

Hearty Congratulations

We are happy to inform you that you have come out successful in the recruitment process conducted at The National Institute Of Engineering, Mysore on 06/02/2020 for the post of Associate in Non-Officer (Clerical) cadre. Accordingly, you are provisionally empanelled for absorption in Bank's service as an Associate, subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately. If at any stage it is found that you are ineligible for the applied post, your candidature is liable to be cancelled at any stage, without notice & compensation.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per the administrative requirements. You will be on probation for a period of six months from the date of joining and is expected to execute a Service Level Agreement for a minimum period of two years service in the Bank.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead.. !

Warm Regards,

Vice President (HR)



Signature Not Verified

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0967167430000400030027056a45d76c824f

The Federal Bank Ltd. HR- Talent Acquisition & Deployment, P O Box No.103, Aluva, Kerala - 683 101
E-mail: careers@federalbankplc.com

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hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer – Relieving letter or service certificate or resignation acceptance e-mail with last working day (LWD) confirmation.
- Passport and Pan card– If you do not have a Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving License
 - Aadhaar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry any one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever. Valid Indian Work Permit, if applicable.
- Education documents (for university hires only) – Degree certificate and all year mark sheets for the highest degree attained.

Please contact us via eschoolhiring@in.ibm.com for any queries regarding your employment offer.

The other terms and conditions of the offer are as follows:

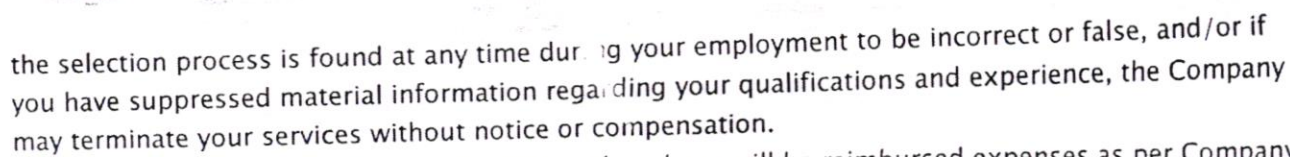
- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore, However, your services are transferable and you may be assigned to any other department, location or office of IBM, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at IBM is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during



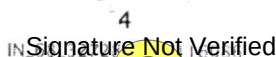
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SOKKALINGAM ARUN K M DHANARAJ
E-MAIL: SOKKALINGAM.ARUN@IBM.COM
OFFICE: 0821 774 3000, 0822007706ea45d76c824ff
43c67a40809df41420957ae/5-Hydrabad, PostCode=570006,
Phone: 08220055877441420957ae/5-Hydrabad, PostCode=570006,
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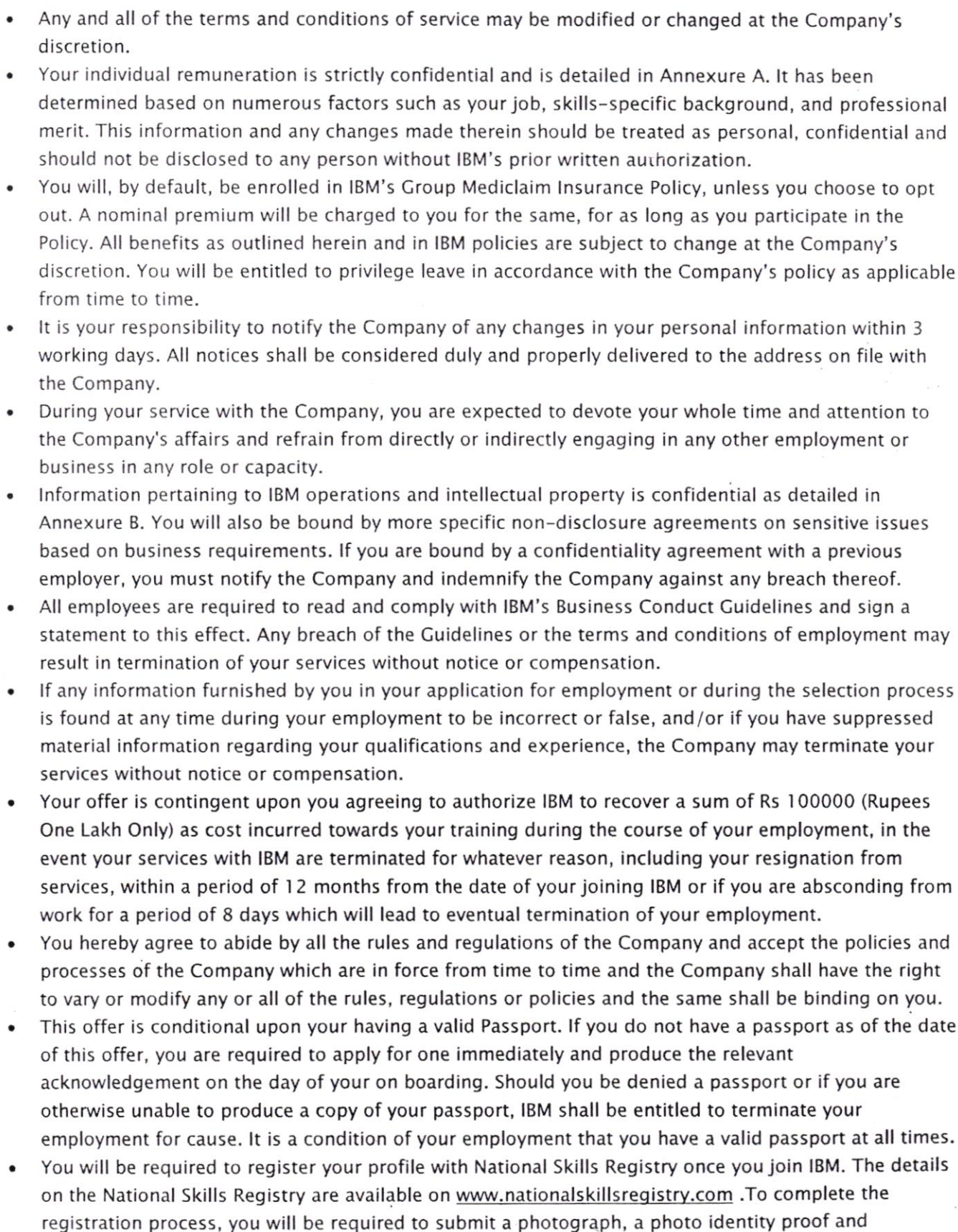
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- may terminate your services without notice or compensation.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- IBM encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with IBM, you will be required to comply with the following:
 - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
 - You agree to utilize IBM's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to IBM's business.
 - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of IBM.
 - You also understand and acknowledge that IBM requires its employees to be productively and effectively utilized at all times. IBM maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to IBM's processes and policies.
 - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
 - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with IBM.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).



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Phone=+662dca97e4c1a62eb971dd89f189c15c36e9252e3ca1a
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registration fee of INR 300 + (Service taxes as applicable) – which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at IBM office Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.





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ANNEXURE A

DATE	October 8, 2020		
NAME	Bhoomika Nagaraj	BAND	04G
DESIGNATION	Associate – Technical Engineer	LOCATION	Bangalore
<u>Compensation Components</u>		<u>IBM Offer (in INR)</u>	
1. Annual Basic Salary		180000	
2. Annual Flexible Benefit Plan (FBP)		214760	
3. Annual Reference Salary (ARS)		394760	
4. Retirals			
a) Provident Fund (PF)		21600	
b) Gratuity @ 4.8%		8640	
5. Annual Reference Salary + Retirals		425000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.



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SOKKALINGAM ARUMUGAM DHANARAJ
CIN:SOKKALINGAM ARUMUGAM DHANARAJ
SERIAL NUMBER: 087147430000, DOB: 03/07/1958, Email: 45d76c824f
43c57460209d04120957ae/Sig: 202406, PostalCode: 570006
IN_68 087147430000, DOB: 03/07/1958, Email: 45d76c824f
43c57460209d04120957ae/Sig: 202406, PostalCode: 570006
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4) Women employees returning from Maternity can opt for work from home option if the role or function allows for remote working.

Kindly refer IBM Maternity leave policy and IBM Flexible work option policy in effect from time to time for more details in respect of the above benefits. For additional information including in relation to child care, please get in touch with your Manager or Human Resources Partner.



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ANNEXURE B – NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # : _____ Date Of Hire : ____ / ____ / ____

In consideration of my employment or my continued employment by International Business Machines Corporation or one of its subsidiaries or affiliates (collectively, "IBM"), which I acknowledge is employment at will, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without IBM's prior written permission, disclose to anyone outside of IBM or use in other than IBM's business, either during or after my employment, any confidential information or material of IBM, or any information or material received by IBM in confidence from third parties, such as suppliers or customers. If I leave the employ of IBM or at the request of IBM, I will return to IBM all property in my possession belonging to IBM or received by IBM from any third party, whether or not containing confidential information and whether stored on an IBM owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, diskettes and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

Confidential information or material of IBM is any information or material: (a) generated or collected by or utilized in the operations of IBM; received from any third party; obtained from an entity IBM acquired or in which IBM purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of IBM; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "IBM Confidential" or with any similar legend of IBM or any third party. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or personnel matters; marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases.

2. (a) During my employment with IBM and for two years following the termination of my employment from IBM for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of IBM to be employed or perform services outside of IBM. For purposes of this Paragraph 2(a), "Restricted Area" shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with IBM. Also, for purposes of this Paragraph 2(a), "employee of IBM" shall mean any employee of IBM who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation. (b) I agree that during my employment with IBM and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the twelve (12) months prior to the termination of my employment with IBM. This paragraph 2(b) does not apply to any IBM employee whose work location as reflected in IBM records is within the state of California.

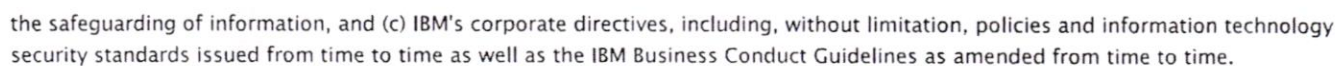
I acknowledge that IBM would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that IBM would be entitled to any appropriate relief, including money damages, equitable relief and attorneys' fees.

3. I will not disclose to IBM, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by IBM. In addition, I will not incorporate into any product used and/or sold by IBM, any copyrighted materials or patented inventions of any third party, unless authorized by IBM pursuant to Paragraph 5.

4. I will comply, and do all things necessary for IBM to comply, with (a) the laws and regulations of all governments under which IBM does business, (b) the provisions of contracts between any such government or its contractors and IBM that relate to intellectual property or to

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5. I hereby assign to IBM my entire right, title, and interest in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, and the like (all hereinafter called "Developments"), hereafter made, conceived, written, or otherwise created solely or jointly by me, whether or not such Developments are patentable, subject to copyright or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of IBM or its subsidiaries or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of IBM or its subsidiaries.

If, by operation of law such right, title, and interest in Developments vest in IBM upon creation, I acknowledge that such right, title, and interest belong to IBM. Also, I hereby assign to IBM my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.

In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code. The above provisions concerning assignment or ownership of Developments apply to Developments created while employed by IBM in an executive, managerial, professional, product or technical planning, technical, research, programming, or engineering capacity (including development, product, manufacturing, systems, applied science, and field engineering) or otherwise.

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with IBM, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to IBM (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use or cause to be used, any Excluded Developments in IBM's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my IBM employment.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g. United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g. title of publication), the creation date of the Excluded Development, and to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. IBM requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest IBM in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to IBM.

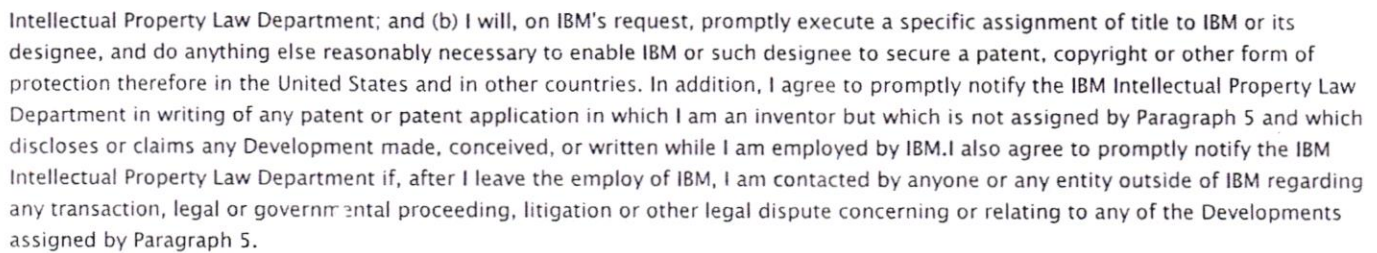
6. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the IBM

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SERIALNUMBER=09771c740305047d3f6e5ad756c82af-
43c67da0b901b412959fe-S=k&lang=enPostelCode=570008
Phone=+66222689784,b62db987100891m9c15c36e9252e3ca1-
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I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by IBM and are for the benefit of IBM and its subsidiaries, licensees, successors, and assigns.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at IBM.

9. The term "subsidiaries," as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by International Business Machines Corporation.

11. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by IBM in writing upon my hire or transfer of employment to IBM. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for International Business Machines Corporation and myself.

13. This Agreement shall constitute a part of my terms of employment with IBM, and is executed contemporaneously with my offer of employment/ employment contract with IBM.

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SERIALNUMBER=09C71c7430050d8f6e5ad3fdffdf6ea45d76c82af
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Employee's Full Name	Employee's Signature	Employee Serial No.	Date



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BE YOURSELF, MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

(Handwritten initials)

Date:12-Feb-2020

Deepaligowda Krishna
C8535834

Koolagere (village And Post),maddur taluk, mandya district
9108579500

Dear Deepaligowda Krishna,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Role - Application Development Associate

Career level – Career level - 12

Talent Segment - Software Engineering



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA or above, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

Version 5.0 Dec 2019



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CIN:SOKKALINGAM ARUNACHALAM DHANARAJ
SERIAL NUMBER: 09717438000123007016ea45d76c824f
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Phone:86321658744141485888, CARRPHONE:15368725363041
b465469e388b6800, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, CN

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Candidate's Signature

Reference Id: 08c2010d-3144-46ac-837c-1de9a9557228_1
Signed By: Mohan Sekhar

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

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

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

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

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500
Maximum Annual Total earning potential (A+B)	4,15,500
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
Gratuity as per law# + Insurance Premium (notional value)	9,500
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	4,50,000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 32,500. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining Bonus

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

Version 5.0 Dec 2019

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SERIALNUMBER=0b7c1c743005047d3f0b7d7d6ea45d76c824f
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b456469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

Candidate's Signature

Note: For International Worker Only*

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

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

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

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

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

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



Version 5.0 Dec 2019

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SerialNumber=09c71c743005042d3b0f7df6ea45d6c824f43c67a40809fd4142095f5a, C=K, o=matika, PostalCode=570006
Phone=6622d6c9a7e4c1a62b987f1d889f189c15c36e9252e3ca1d465469e3b8d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN

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Candidate's Signature

ANNEXURE II

Mandatory documentation at the time of onboarding:

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

accenture

Reference Id: def32228-aa33-407e-9781-ce2648439c04a_1
Signed By: Mohan Sekhar

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

<http://indiacampus.accenture.com/candidate>

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Center, India

[Insert full legal name]



Version 5.0 Dec 2019

Signature Not Verified

Candidate's Signature

SOKKALINGAM ARUMUGAM DHANARAJ
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SERIALNUMBER=09c713743050501330b7df6ea45d76c824f
c326740609dfdd14420957ne1nataka PostalCode=57006
Phone=608263697586529877dd89b9c15c36e9252c3a1
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TECHNOLOGY UNIVERSITY, C=IN

ANNEXURE 1

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500
Maximum Annual Total earning potential (A+B)	4,15,500
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
Gratuity as per law# + Insurance Premium (notional value)	9,500
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	4,50,000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 32,500. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining Bonus

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

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43c67a40809d81420957aa/Sig=Malaka, PostalCode=570006,
PhoneNo=9302048784, Email=jss@jss.ac.in, OU=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

Candidate's Signature

Note: For International Worker Only*

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

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

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

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

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

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



Version 5.0 Dec 2019

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b456469e38bd65809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

Candidate's Signature _____

ANNEXURE II

Mandatory documentation at the time of onboarding:

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



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TECHNOLOGY UNIVERSITY, C=IN

**>
accenture**

EEE

Reference Id: 0265734f-c5c2-4e51-a6fd-eb1bf894ff75_1
Signed By: Mohan Sekhar



March 24, 2020

No. 726, 11th Main, 9th Cross, T.K Layout,

4th Stage, Kuvempunar,

Mysore – 570 009

Dear Madhushree,

As a member of the Lam Research Corporation group of companies, part of our vision is to be a company where successful people want to work. Based on our conversations with you, we are excited about the possibility of having you join our values-driven team. We are pleased to offer you employment at Lam Research (India) Private Limited ("Company") at Bangalore, as **"Electrical Engineer, I"** on the following terms and conditions: -

Your compensation for this position will be **Rs. 9,61,975/- (Nine Lakh Sixty One Thousand Nine Hundred and Seventy Five Only)** per annum. This would include Basic salary, allowances, employer provident fund contribution, Gratuity and other reimbursements as governed by Company policies and Income Tax regulations in force from time to time.

You will also be paid a onetime sign on bonus of Rs. 1,56,934/- (One Lakh Fifty Six Thousand Nine Hundred and Thirty Four Only less applicable taxes) if you join on or

Page 1 of 5

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TECHNOLOGY UNIVERSITY, C=IN

before July 06, 2020 subject to the conditions mentioned hereunder. However, you shall return/refund the full amount of the sign on bonus in case you voluntarily terminate your employment within the first 12 months of employment. By accepting this offer and signing below, you consent to repay bonus should you be obligated to repay the bonus as described above..

You will be eligible to receive a sum of Rs. 35,000 (Thirty Five Thousand Only) of relocation assistance from Mysore to Bangalore on actuals. In consideration of the Company bearing such expenses, you agree that you will repay to Lam Research all relocation expenses paid, if you voluntarily terminate your employment within the first 12 months of employment.

It is clarified that relocation costs will be limited to the following types of expenses:

- One-way travel cost and related taxi fare for self and dependent family members.
- Household goods movement cost
- Brokerage fee.

You are eligible to participate in Lam's Annual Incentive Plan with a target award opportunity of 10% of your eligible salary. Lam's bonus program is designed to reward company and individual performance results and is subject to final approval by the CEO. Lam Research reserves the right to amend or terminate our bonus programs at any time and for any reason or to reduce or modify payments at any time at its sole discretion. Eligibility for payment is outlined in our Annual Incentive Plan document.

You are covered under Group Medclaim, Group Personal Accident & Group Term Insurance policies. You will not be entitled to any other payment by way of deferred wage or other allowances.

You are required to sign a two years of service agreement, since company will be imparting training on Lam Research Corporation products and software. In the event of your leaving the services of the company before serving for two years, you would pay an amount equivalent to the salary paid to you, from the date of joining till the date of your leaving the company & also you are required to pay the company the expenses that may have been incurred by the company in sending you abroad for training.

A detailed letter of employment outlining the break-up of your salary would be given to you upon your joining our organization.

Page 2 of 5



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Phone=6201048744c1a8d50a13488989c1c34e253a311
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TECHNOLOGY UNIVERSITY, CN

02.02.2024 22:36

This offer is made on the basis of information provided by you to the Company so far. If at any time it is found that any of the information given by you is false or incorrect, the Company shall have the right to terminate your services immediately only on that ground.

This offer is contingent upon the completion of satisfactory reference and background checks.

You consent to Lam Research or its agents collecting, using, disclosing and retaining your personal information, including health information, for the purposes of managing and administering the employment relationship should you accept this offer. This includes information related to the creation, administration and termination of employment, and may include the transmission of personal information in or outside India and/or the exchange of personal information with third parties for certain purposes, such as for benefit and payroll related matters.

This offer is contingent on your providing Lam with relevant information relating to any actual or potential conflicts of interest that would arise upon your accepting employment with Lam and resolution of any such conflict to Lam's satisfaction. Lam's policies seek to prevent any conflicts of interest by its employees by requiring employees to identify potential sources of conflict-of-interest so that they can be resolved if possible.

Based upon the conflict of interest checklist below, should there be any potential conflicts, please complete the disclosure form and inform your recruiter prior to "accepting" the offer letter. The existence of a conflict or potential conflict will not necessarily prevent your employment with Lam, but will require you and Lam to discuss any issues and resolve them.

Disclosure of Any Potential Conflicts-of-Interest:

(a) Do you have a familial or close personal relationship with any person who is a current Lam employee, or who works for a Lam supplier or customer? (Examples: spouse, significant other, family member, close personal friend, person with whom you own property or a business or have a creditor or debtor relationship with).

(b) Do you have other employment, or a business that you manage or run that will continue after you accept employment with Lam? (particularly, but not limited to: (i) any employment that would create divided loyalties or impair your ability to devote yourself to employment at Lam; or (ii) any employment with or that serves a Lam competitor, supplier, or customer).



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4326740809014120957ae, S=K, Pataaka, PostalCode=570006,
Phone=+919360878441, b465469c98b69800, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN
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(c) Do you have a directorship position with a public or private company or with any entity that does business with Lam; or membership in a trade association related to the technology field?

(d) Do you have an investment interest in any company that is a supplier, customer, or competitor of Lam, unless that investment is in a publicly held company and your investment is less than 10% of its shares?

This offer is subject to your successfully completing the engineering course and obtaining the engineering degree. In the event of your not taking the degree before October 31, 2020 this offer shall stand withdrawn without any further communication.

On successful completion of your probation of 6 months, your confirmation will be conveyed to you in writing. In absence of any communication to this effect, it will be presumed that your probation has been extended.

After you serve the company for maximum period of two years, it shall be open to you to terminate the services by giving one month's advance notice to the management. In case the company desires to terminate your service anytime, the company may do so by giving you one month's notice.

This offer is valid until March 26, 2020. You are required to join the Company on or before July 06, 2020. Please acknowledge your acceptance of this offer by signing below.

We look forward to you joining the Company and hope that you find your employment with us enjoyable and professionally rewarding.

For Lam Research (India) Private Limited

Kaurth

Kavitha Billavara



Signature Not Verified

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

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Senior Manager - Human Resources

I accept this offer of employment with Lam Research (India) Private Limited and will begin work on

_____, 2020

Signed: _____ DocuSigned by: Madhushree N Date: _____
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BOSCH

*** Personal and Confidential ***

Mr. Manish M R
Hosapete, Karnataka,
583201

Robert Bosch Engineering
and Business Solutions
Private Limited,
123 Industrial Layout,
Hosur Road, Koramangala,
Bangalore - 560 095, India.
Tel: +91 80 6657 5757
Fax: +91 80 6657 1404
CIN: U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/24725/2020

Date: 02-Sep-2020

Dear **Mr. Manish M R**,

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

1. Training Period

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

2. Compensation

- Your annual CTC (Cost to Company) will be Rs. **5,00,000/-** (Rupees **Five Lakhs** only) per annum. Your CTC will comprise of Basic Salary, Buffet of Benefits (BoB), Variable Pay (CPrP) and Retrials benefits. The salary will be governed by the prevailing employment policies of the company as in force from time to time.
- The Variable Pay (CPrP - Company Performance related Pay) planned for the year **2020** (payable in April-2021) at factor EAV 1.0 of company performance is 10% of the Annual Earned Salary (Basic Salary + Buffet of Benefits) for associates at your level. However, the actual amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus.
- Please refer to **Annexure I** to know more details about your compensation package.

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

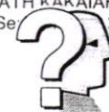
Digitally signed by

Signer: VALLURI VENKATA VENUGOPAL
Date: Wednesday, September 9, 2020 4:40 PM



Digitally signed by

Signer: BHARATH KAKAIAH
Date: Friday, September 4, 2020 12:04 AM



Signature Not Verified

Registered office: Robert Bosch Engineering and Business Solutions Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bengaluru - 560095, India
Managing Director: Mr. Datta Salagame
©Robert Bosch Engineering and Business Solutions Private Limited. All rights reserved. We reserve all rights of disposed such as copying and passing on to third parties.

SIRKALINGAM ARUNESHA MDHANARAJ
SIRKALINGAM ARUNESHA MDHANARAJ
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Phone=+910806784614050512330d7d6e45d76c824f
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TECHNOLOGY UNIVERSITY, CN





BOSCH

16. Background Check and References

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

17. Acceptance and Commencement

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

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

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

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

Please sign and return the copy of this letter as a token of your acceptance of above terms and conditions at the time of your joining.

Robert Bosch Engineering and Business Solutions Private Limited

Digitally signed by

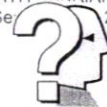
Signer: VALLURI VENKATA VENUGOPAL
Date: Wednesday, September 9, 2020 4:40 PM



Venu Gopal V V
General Manager
(Human Resources)

Digitally signed by

Signer: BHARATH KAKAIAH
Date: Friday, September 11, 2020 12:04 AM



Bharath Kakaiah
Senior HR Officer
(Human Resources)

I agree and accept the above terms and conditions and confirm that I will join duty on _____

Name

Signature

Date



Signature Not Verified

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4367440809d84120957aa/Sri Chikhalaka, PostalCode=570006,
Phone=+919200587044, email=sokkalingam@jss.ac.in,
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TECHNOLOGY UNIVERSITY, C=IN
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Dear Manoj Kumar PS PS,
B.E / B.Tech, Electronics and Electrical Engineering
Sri Jayachamarajendra College of Engineering

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.455,880/-. This includes an annual incentive indication of Rs.22,500/- as well as Cognizant's contribution of Rs. 24,880/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

I have read the offer, understood and accept the above mentioned terms and conditions.

Date:



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TECHNOLOGY UNIVERSITY,CN

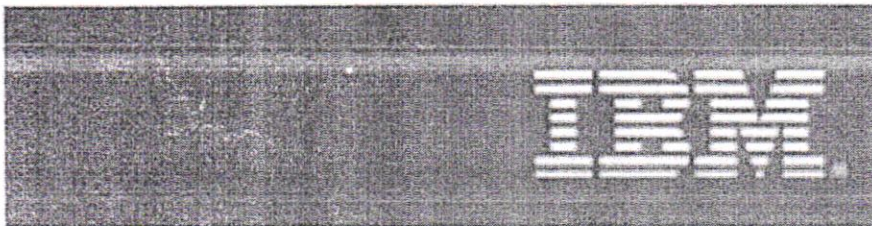
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EEE



eschoolhiring 08/11/2019
to me ▾



We are excited to welcome you into our IBM family. We are pleased to inform you that our letter of "Expression of Interest" is posted on the Candidate Portal and awaits your review and acceptance.

Many have seen IBM as a hardware and software services company. In 2016, IBM emerges as a New Cognitive Solutions and a Cloud Platform company. We will integrate cognitive solutions, advance analytics and key data into all leading solutions on cloud. We couldn't have been happier to have you at IBM, and grow in [this transformation](#) together.



We sincerely request you to review the Expression of Interest and confirm its particulars. Please follow these steps:

Signature Not Verified

1. Log in to the Candidate P

Candidate Zone Applicant

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SERIALNUMBER=0971c7439f05047d310cf7d6ea45d76c824f-
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TECHNOLOGY UNIVERSITY, C=IN

02.02.2024 22:36



Name Katayani Mishra
Department Human Resources
Telephone +91 9910226965
E-mail katayani.mishra@siemens-healthineers.com
Date September 4, 2020

Sub: Offer of Employment

Pavan Taori
Senior General Manager
Human Resources

02.02.2024 22:36

SIEMENS HEALTHCARE PRIVATE LIMITED

Annexure - I

Name: Meghana NS
Position Level: PL 11
BU: SHS DC IND

Org Code: SHS TE DC IND DI-SY DEV2
SLR- SN
Business Title: Graduate Engineer Trainee
Location: Bangalore

Compensation Structure (INR)

Heads of Payments		Amount (P.M.)	Amount (P.A.)
(A)	Basic Salary	16,042	192,500
(B)	Base Flexible Pay	27,097	325,160
(C)	Base Pay (A + B)	43,138	517,660
	Retirals:		
	Co. Cont. PF (12% of Basic)	1,925	23,100
	Co. Gratuity Provision (4.8% of Basic)	770	9,240
	Co. SAF (15% of Basic)	-	-
(D)	Total Retirals	2,695	32,340
(E)	Fixed Pay (C + D)	45,833	550,000
(F)	Performance Pay @100%	-	-
(G)	Target Pay (E + F)	45,833	550,000

For Siemens Healthcare Private Limited

Taori Pavan

Digitally signed by
Taori Pavan
Date: 2020.09.04
12:16:45 +05'30'

**Authorised
Signatory**

- Gratuity will be payable as per the payment of Gratuity Act, and as per company policy. Subject to income tax
- All present & future taxes related to your employment will be borne by you.



Gold Hill, Supreme Software Park II 21,
22, 27, 28
Electronic City Phase 2, Bangalore -
560100

Tel: + 91 80 6192 0000
Email: hc_contact.india@siemens.com
www.siemens.co.in/healthcare

Registered Office: Unit No. 9A, 9th Floor, North Tower, Godrej One, Piroshanagar, Eastern Express Highway, Vikhroli East, Mumbai – 400 079 India. Telephone +91 22 33700600. Fax +91 22 33700654. Other Offices: Bengaluru. Corporate Identity number: U74999MH2015PTC264859

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TECHNOLOGY UNIVERSITY, C=IN

ANNEXURE II

Joining Formalities

Please bring the following documents along with you at the time of joining. (Only 2 photocopies)

- 10th Marks card
- 12th Marks card
- Degree marks cards
- Degree certificate
- Master's degree marks cards
- Master's degree certificate
- Recent 3 companies' Reliving letters
- Pay slips (Last 3 months)
- Pan Card (4 copies)
- Aadhar Card (4 Copies)
- Passport \ Driving licence \ Voter Id card - (3 copies)
- Present address proof
- 5 passport size photos

The Shubharambh link will be shared and you are requested to complete the joining formalities at Siemens Healthcare Private Limited. Please complete these carefully before joining. Please note that, incomplete forms tend to delay your joining process. We therefore seek your cooperation in ensuring the forms are complete in all aspects. If you require any clarifications, please contact **18004196677** or **askhr.in@siemens.com**.



Gold Hill, Supreme Software Park II 21,
22, 27, 28
Electronic City Phase 2, Bangalore -
560100.

Tel: + 91 80 6192 0000
Email: hc_contact.india@siemens.com
www.siemens.co.in/healthcare

Registered Office: Unit No. 9A, 9th Floor, North Tower, Godrej One, Pirojshanagar, Eastern Express Highway, Vikhroli East, Mumbai – 400 079 India. Telephone +91 22 33700600. Fax +91 22 33700654. Other Offices: Bengaluru. Corporate Identity number: U74999MH2015PTC264859

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Phone=8022058794, Email=askhr.in@siemens.com, O=SOKKALINGAM ARUNACHALAN DHANARAJ
D465469638865809, OU=REGISTRATION, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY

02.02.2024 22:36

Saankhya Labs

Date: 18th January 2020

Dear Mohan,

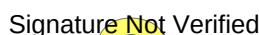
Date of Appointment

Remuneration

Salary Review

Leave

You will be covered by leave, holidays and the working hour policy as applicable



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TECHNOLOGY UNIVERSITY, CN=

02.02.2024 22:36

Registered Office: Embassy of India, 3rd Floor, No. 1, Connaught Place, New Delhi, India-110029

Tel: +91-80 6117 1000 | Fax: +91-80 6117 1030 | Web: www.sankhyas.org 63

Responsibilities

In view of the position offered, the Management expects you to perform effectively and actively participate in formulating design, development, testing of company & its products and projects. Your designation is merely indicative of the responsibilities you are required to carry out. However, the company reserves the right to direct you at any time to perform any other suitable duties as deemed necessary and you shall be bound to carry out such duties.

Terms of Employment

The company expects a long and lasting professional and working relationship with you. However, if you wish to leave the company for personal reasons you are expected to serve a notice period of at least two months. Alternatively, the company also reserves the right to terminate your services with an advance notice of two months.

The above terms and conditions are subject to company policy. Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by signing the copy of this letter of offer.

Best Regards,

Dr. Vishwakumara Kayaragadde
Co- Founder & COO

I,, accept the offer extended to me by Saankhya Labs Pvt. Ltd.

(Signature with date):



Signature Not Verified

SOKKALINGAM ARUNACHALAM DHANARAJ
CHESOKKALINGAM ARUMUGAM DHANARAJ
SERIAL NUMBER: 097171739055, Date: 23/09/2024, dse45676c824ff
43c57e40829d41420857ae, Sankhya Labs, Postal Code: 570006,
Phone: 962202689764, Email: info@saankhyalabs.com, 962202689764
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TECHNOLOGY UNIVERSITY, C-11

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Date: 18th January 2020

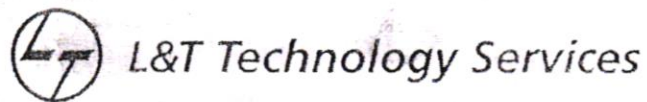
Name		Mohan Kumar K	
Current Designation		Member Technical Staff	
		Amount in INR	
Salary Details	Monthly	Annual	
Basic Salary	15,474	185,682	
House Rent Allowance	6,189	74,273	
Flexible Salary	9,284	111,409	
Sub Total (A)	30,947	371,365	
PF Employer Contribution		21,600	
Gratuity		9,035	
Medical Insurance		15,000	
Food Allowance		15,000	
Performance Incentive*		48,000	
Total CTC		480,000	
Gratuity payable after completion of 5 years calculated on basic at the time of exit x 15/26 x No. of years of completed service subject to Payment of Gratuity Act			
*Performance Incentive is paid at completion of two years of continuous service subject to being active on payroll on the second anniversary date.			



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Phone=+919627687644, Email=arumugam.dhanaraj@jss.ac.in,
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Ref: LTTS/HR/ET/2020/

Salary Card

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

Salary Components	MONTHLY	ANNUAL
	(INR)	(INR)
Basic Salary	15,500	1,86,000
Flexible Benefit Plan (FBP)	14,975	1,79,700
Allowances & Reimbursements under FBP House Rent Allowance (HRA) Conveyance Allowance Meal Card Children Education Allowance Mobile Expenses Reimbursement Domiciliary Medical Expenses Reimbursement Leave Travel Assistance (LTA) FBP Balance	Eligibility under each of these components is mentioned in the attached FBP	
GROSS MONTHLY==>	30,475	3,65,700
Provident Fund (@ 12% of basic salary)	1,860	22,320
TOTAL FIXED COMPENSATION==>		3,88,020
Bonus	1000	12000
TOTAL COMPENSATION==>		4,00,020



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Congrats! Offer From Accenture



Inbox



campus.offerletter@accent... Feb 6

to me ▾



06-Feb-2020

Nandakishore Narasimhamurthy

CANDIDATE ID:C8530419

UNIQUE REFERENCE NUMBER/UNIQUE ID:4a7ce28b-89a9-4f6f-b9d7-4f3039672682_1

Dear Nandakishore Narasimhamurthy,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Accenture in India.

Kindly note you will receive a separate email to reset your password.

Please follow below steps to access / view your Offer Letter

- Click on this link <https://india.jobs.accenture.com/default.aspx> and Login/Sign-in as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on Authenticate Offer Letter.
- An OTP is sent to your registered mobile number. Enter the OTP and click submit.
- The Offer letter and Terms of Employment will be listed along with other relevant documents.
- You may download/print the required documents and review them.

Request you to verify the details in the offer letter released on 02/06/2020 and inform your decision. By clicking on 'Accept Offer' or 'Reject Offer' within 14 days (fourteen days) from the receipt of the offer, post which the link will be disabled.

During the aforementioned period when the Accenture offer is under review/not yet accepted, Accenture reserves the right to rescind the offer by providing a reason in writing or rescinding of the offer.

Signature Not Verified
SOKYALINGAM ARUN, CHAIRMAN
OFFICE OF THE REGISTRAR, OJSS SCIENCE AND
TECHNOLOGY UNIVERSITY
02.02.2024 22:36

Dear Niranjan B A A,
B.E / B.Tech, Electronics and Electrical Engineering
Sri Jayachamarajendra College of Engineering

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.401,986/-. This includes an annual incentive indication of Rs.22,500/- as well as Cognizant's contribution of Rs.23,986/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.455,880/-. This includes an annual incentive indication of Rs.22,500/- as well as Cognizant's contribution of Rs. 24,880/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

B. Gray

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:



Signature Not Verified

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Phone=+652d0c6a97e4c1a62b87fdd89b89c15c36e9252e3ca1
b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

Annexure A

Name: Niranjn B A A

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

Signature Not Verified

*** **Language Premium:** This allowance is applicable only for Ja It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

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

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

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:28-Jan-2020

Pavana Rangaswamy Kowshik
C8508520

Kowshika(p&v),shanthigrama (h),Hassan(t&d)
9741309904

Dear Pavana Rangaswamy Kowshik,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Role - Application Development Associate

Career level – Career level - 12

Talent Segment - Software Engineering



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA or above, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

Version 5.0 Dec 2019



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Phone=982705827441800001100000015c39e232e9a3
d465469638065809_OU=REGISTRAR_O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY_C=IN

Candidate's Signature

Reference Id: e057fc20-2b96-40df-a102-03f23459563f-1
Signed By: Mohan Sekhar

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

<http://indiacampus.accenture.com/candidate>

Yours sincerely,

Mohan Sekhar

Lead, Advanced Technology Center, India

[Insert full legal name]

COMPENSATION & BENEFITS

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500
Maximum Annual Total earning potential (A+B)	4,15,500
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
Gratuity as per law# + Insurance Premium (notional value)	9,500
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	4,50,000

TDS is deducted as applicable from your Income.

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 32,500. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

Version 5.0 Dec 2019

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PhoneNo=919206589746a253771f0889f9e15c36e9252e3c1
b465469e388d65809,OU=REGISTRAR,O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY,C=IN

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

ANNEXURE II

Mandatory documentation at the time of onboarding:

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



Lam Research (India) Pvt. Ltd.
"Maruthi Infotech Center", 2nd Floor,
'A' Block, 11/1 & 12/1, Amarjyothi Layout,
Intermediate Ring Road,
Bangalore-560 071.
Ph: 91-80-41500126/7/8/9
www.lamresearch.com
CIN : U72200KA2000PTC027514

April 10, 2020

Ms. Pavithra Mahesha

Chamarajnagar Main Road, Golor Village,

Vidyapeeta Post,

Nanjangud Taluk,

Mysuru – 571 312

LETTER OF OFFER

Dear Pavithra,

As a member of the Lam Research Corporation group of companies, part of our vision is to be a company where successful people want to work. Based on our conversations with you, we are excited about the possibility of having you join our values-driven team. We are pleased to offer you employment at Lam Research (India) Private Limited ("**Company**") at Bangalore, as "**Electrical Engineer, I**" on the following terms and conditions: -

Your compensation for this position will be **Rs. 9,61,975/- (Nine Lakh Sixty One Thousand Nine Hundred and Seventy Five Only)** per annum. This would include Basic salary, allowances, employer provident fund contribution, Gratuity and other reimbursements as governed by Company policies and Income Tax regulations in force from time to time.

You will also be paid a onetime sign on bonus of **Rs. 1,56,934/- (One Lakh Fifty Six Thousand Nine Hundred and Thirty Four Only** less applicable taxes) if you join on or before **July 06, 2020** subject to the conditions mentioned hereunder. However; you shall return/refund the full amount of the sign on bonus in case you voluntarily terminate your



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TECHNOLOGY UNIVERSITY, CN=

This offer is contingent upon the completion of satisfactory reference and background checks.

You consent to Lam Research or its agents collecting, using, disclosing and retaining your personal information, including health information, for the purposes of managing and administering the employment relationship should you accept this offer. This includes information related to the creation, administration and termination of employment, and may include the transmission of personal information in or outside India and/or the exchange of personal information with third parties for certain purposes, such as for benefit and payroll related matters.

This offer is contingent on your providing Lam with relevant information relating to any actual or potential conflicts of interest that would arise upon your accepting employment with Lam and resolution of any such conflict to Lam's satisfaction. Lam's policies seek to prevent any conflicts of interest by its employees by requiring employees to identify potential sources of conflict-of-interest so that they can be resolved if possible.

Based upon the conflict of interest checklist below, should there be any potential conflicts, please complete the disclosure form and inform your recruiter prior to “accepting” the offer letter. The existence of a conflict or potential conflict will not necessarily prevent your employment with Lam, but will require you and Lam to discuss any issues and resolve them.

Disclosure of Any Potential Conflicts-of-Interest:

(a) Do you have a familial or close personal relationship with any person who is a current Lam employee, or who works for a Lam supplier or customer? (Examples: spouse, significant other, family member, close personal friend, person with whom you own property or a business or have a creditor or debtor relationship with).

(b) Do you have other employment, or a business that you manage or run that will continue after you accept employment with Lam? (particularly, but not limited to: (i) any employment that would create divided loyalties or impair your ability to devote yourself to employment at Lam; or (ii) any employment with or that serves a Lam competitor, supplier, or customer).

(c) Do you have a directorship position with a public or private company or with any entity that does business with Lam; or membership in a trade association related to the technology field?

(d) Do you have an investment interest in any company that is a supplier, customer, or competitor of Lam, unless that investment is in a publicly held company and your investment is less than 10% of its shares?

Signature Not Verified

Page 3 of 5

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TECHNOLOGY UNIVERSITY, C=IN

On successful completion of your probation of 6 months, your confirmation will be conveyed to you in writing. In absence of any communication to this effect, it will be presumed that your probation has been extended.

This offer is valid until April 12, 2020. You are required to join the Company on or before July 06, 2020. Please acknowledge your acceptance of this offer by signing below.

We look forward to you joining the Company and hope that you find your employment with us enjoyable and professionally rewarding.

For Lam Research (India) Private Limited

Kavitha Billavara

Senior Manager - Human Resources

I accept this offer of employment with Lam Research and will begin work on

_____, 2020



Signature Not Verified

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TECHNOLOGY UNIVERSITY, C=IN

DocuSigned by:

Signed: _____

Pavithra M

Date: _____

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Phone=8652525487744, Email=jss@jss.ac.in, C=IN, OU=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY
02.02.2024 22:36

Sanna Iya Labs

Date: 18th January 2020

Dear Mohan,

We are pleased to offer you the position of *Member Technical Staff* in our company. You will be based at *Bengaluru* or in such other company location, as the Management shall determine from time to time.

Date of Appointment

Your appointment is effective on or before **1st August 2020**

Remuneration

Your gross salary (the CTC) will be Rs. 480,000/- (Rupees Four Lakh and eighty thousand only) per annum. The details of the CTC are provided in the attached sheet.

Salary Review

Your performance will be reviewed periodically, and salary reviews will be scheduled periodically as per the company policy.

Leave

You will be covered by leave, holidays and the working hour policy as applicable



Signature Not Verified

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43c67a408092144209557e, S=shastaka, PostalCode=570006
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TECHNOLOGY UNIVERSITY, C=IN

02.02.2024 22:36



L&T Technology Services

Ref: LTTS/HR/ET/2020/043

Date: 29th August 2019

Name: PRAJNAL RAO . P

Issued By : Abhijit H. Murgan

Signature :

Date : 29th August 2019

Offer Of Intent

Dear

Greeting from L&T Technology Services Ltd.!

We are pleased to make you this offer of intent for the position of Associate Engineer (LTTS - 2). 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.



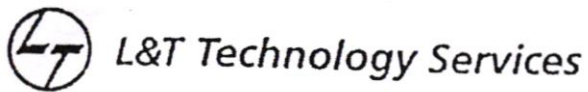
Registered Office: L&T House, N.M. Marg, Ballard Estate, Mumbai
L&T Technology Services Limited is a subsidiary of L&T Group

Signature Not Verified

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L&T Technology Services

Ref: LTTS/HR/ET/2020/070

Date: 29th August 2019

Name: PRATWAL . S

Issued By : Abhijit M. Wagon

Signature :

Date : 29th August 2019

Offer Of Intent

Dear

Greeting from L&T Technology Services Ltd.!

We are pleased to make you this offer of intent for the position of **Associate Engineer (LTTS - 2)**. We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

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

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

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

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

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



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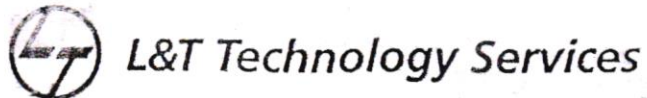
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Date :

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Ref: LTTS/HR/ET/2020/

Salary Card

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

Salary Components	MONTHLY	ANNUAL
	(INR)	(INR)
Basic Salary	15,500	1,86,000
Flexible Benefit Plan (FBP)	14,975	1,79,700
Allowances & Reimbursements under FBP House Rent Allowance (HRA) Conveyance Allowance Meal Card Children Education Allowance Mobile Expenses Reimbursement Domiciliary Medical Expenses Reimbursement Leave Travel Assistance (LTA) FBP Balance	Eligibility under each of these components is mentioned in the attached FBP	
GROSS MONTHLY==>	30,475	3,65,700
Provident Fund (@ 12% of basic salary)	1,860	22,320
TOTAL FIXED COMPENSATION==>		3,88,020
Bonus	1000	12000
TOTAL COMPENSATION==>		4,00,020



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(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

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

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

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

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500
Maximum Annual Total earning potential (A+B)	4,15,500
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
Gratuity as per law# + Insurance Premium (notional value)	9,500
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	4,50,000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 32,500. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining Bonus



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

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Version: 5.0 Dec 2019

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TECHNOLOGY UNIVERSITY, C=IN
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Candidate's Signature

Note: For International Worker Only*

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

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

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

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

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

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



Age Group	Percentage
18-24	10%
25-34	20%
35-44	25%
45-54	20%
55-64	15%
65-74	10%
75-84	5%
85+	5%

Mandatory documentation at the time of onboarding:

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

Version 5.0 Dec 2019



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TECHNOLOGY UNIVERSITY, C=IN

Subject: Our offer of employment as a Graduate Engineer Trainee dated 2nd July 2020 and your e-mail request of 13th August 2020.

As you are aware and communicated to you by Schneider Electric Private Limited, one of the prerequisites for a GET to be onboarded is that the candidate should have written the final exam and should have a provisional certificate in place. As specified in the job description from Schneider and communicated to your college/university, our offer of employment was 'conditional' upon you clearing your final exams and meeting the **Schneider Electric Eligibility Criteria for University Hires**, as below:

- Under the given circumstances that are beyond your control and basis your request, we are making an exception in your case and proceeding with your onboarding into Schneider Electric Private Limited as a Graduate Engineer Trainee on the 17th of August, 2020. All other terms and conditions of our offer shall remain unchanged.

Our expectation is, therefore, that you keep us apprised of ability/inability to meet the criteria mentioned above from time to time. We would also be in touch with your college/university for regular updates in this regard.

We look forward to a mutually beneficial and long association, fruitful relationship with Schneider Electric, and your contribution to the growth of the organization.

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TECHNOLOGY UNIVERSITY, C=IN

Date _____

Dear Sonika S LNU,
B.E / B.Tech, Electrical Engineering
Shri Jaya Chamarajendra College Of Engineering

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.



- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Global Head-Talent Acquisition

Signature :

Date:



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TECHNOLOGY UNIVERSITY, C=IN

Annexure A

Name: Sonika S LNU

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. **Earned ESI Wages:** Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

* **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** Language Premium: This allowance is applicable only for Japan and India language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

RI'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoroipakkam, Chennai - 600 097

occupation, your training is liable to be terminated without any notice or any compensation in lieu thereof.

11. You will not divulge or pass any information which you may obtain during your training in the Company to others.
12. This offer letter is being issued subject to the specific understanding that you have successfully qualified in your Engineering or MCA degree with a minimum aggregate of 60% or 70% respectively and would produce proof of all your educational qualification at the time of joining. Any failure to do so or any deviation detected would be sufficient cause for revocation of the offer.
13. **Posting:** Initially, you will be posted at Bangalore. However, the Company reserves the right to transfer you to any other place/establishment of the Company either in existence or which may come into existence, and on such transfer, the Rules and Regulations and the Terms and Conditions of the service applicable to such a place of posting shall be applicable to you. Similarly, the Company reserves the right to assign additional/change of duty and transfer you to equivalent post in any other department.
14. **Probation Period:** Twelve months from the date of joining. The Company reserves the right to extend the probationary period at its sole discretion. You will continue to be on probation till your services are confirmed in writing. During the probationary period, your services may be terminated with one month's notice on either side or payment in lieu of notice.

After confirmation, your employment is liable to be terminated by giving 2 months notice on either side and the Company could also terminate your service by making payment in lieu of notice. During the notice period given by you, you are required to compulsorily serve the Organization unless the same is specifically relaxed or waived by the Company.

In case you leave our employment without giving notice, the Company has the right to deduct an amount equivalent to the notice period of one or two months gross salary as the case may be from any amount that may be payable to you or call upon you to make the payment in lieu of shortfall in notice period, besides taking action for breach of contract.

- 15. Non-Compete Undertaking:** During the period of your employment with the Company and for a period of one year after the date of termination of your employment with the Company, for any reasons whatsoever, or on your ceasing to be an employee of the Company,

You will not:

- (a) Engage in any employment or business activity, directly or indirectly in competition with the Company. The term “in competition with the Company” shall mean any business activity, which is the same, or comparable to the business activity, which has or may result in product or services providing the same or comparable to those developed or offered by the Company at any time during the period of your employment;
- (b) Induce any current employee of the Company to leave the employment of the Company;
- (c) Solicit the business of any client or customer of the Company (other than on behalf and for the benefit of the Company);
- (d) Otherwise interfere with any business relationship of the Company;



16. General

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TECHNOLOGY UNIVERSITY, C=IN

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- (i) You are a full time employee of the Company. You shall devote your full time and attention to your duties to promote the interest of the Organization. You shall not divulge or make known to any person / persons any of our secrets and / or activities of nature. You shall work under the supervision of such person / persons as may be decided upon by the Management from time to time. You shall not take up any developmental work taken up by you either individually or jointly while in the service of the Company, the copy right of the same shall rest with the Company.

SONATA SOFTWARE SOLUTIONS LIMITED

- (ii) You shall abide by the Rules and Regulations applicable to you, which are in force as may be framed and / or amended from time to time. Your hours of work and attendance shall be regulated as per duties entrusted to you from time to time.

- (iii) You shall keep the terms of your employment confidential. You shall keep us informed of any change in your present residential address, your civil status, and academic / professional qualifications.

mazu@ssouhik@gmail.com

- (iv) Please note that the communication forwarded to you at your present address as given by you in your application form shall be deemed to have been correctly served unless any change in address is duly communicated in writing.

Campus Roads, University of Mysore Campus,

- (v) You would be required to undergo a medical examination by a Registered Medical Officer. A medical report would need to be filled as per the enclosed format. This offer is subject to you being found medically fit. However, the Company reserves the right to send you for a medical check up at any time during your employment.

- (vi) If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed any relevant material facts, your employment is liable to be terminated any time without any notice or compensation in lieu thereof.

This has reference to your application and the subsequent interviews you have had with us. We are pleased to appoint you in our organization on the following terms and conditions. The Company reserves the right to revise the following terms and conditions when deemed necessary.

1. **Designation:** Trainee Systems Analyst

Looking forward to a long and fruitful association with you.

2. **Date of Commencement:** To be intimated later

3. **Salary:** Your starting salary will be Rs. 3 lakhs per annum for the first six months after joining the company, as per the Annexure A. From the seventh month onwards in the Company, the salary will be revised to Rs. 3.5 lakhs per annum as per the Annexure B.

4. You will be a Trainee for a period of 12 (twelve) months from the date of joining service.

5. You will be governed by the Leave Rules of the Company.

6. You will execute a service agreement to serve the Company for a minimum period of two years from the date of joining.

7. The above agreement has to be executed at the time of joining the Company and should have Minar R. Manikant

8. If you have the employment during this period of two years, you are liable to compensate the Company, an amount as per the clause VIII(c) of the Trainee Service Agreement.

9. You will be governed by the Company subject to satisfactory performance during the period as trainee, as per the Company policy.

Signature :

Signature Not Verified

10. During the period of your training with the Company, you shall not engage yourself in any other business or occupation and shall devote your whole time and skill to the faithful and diligent performance of your duties. If you are found engaging in any other business or

17. The Company reserves the right to review and modify or cancel the terms of employment when deemed necessary.

Yours very truly,

Blankame

Minar R Mankame

Senior Manager – HR

I agree with the above terms and conditions.

Signature :

Date :

Signature Not Verified

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SERIALNUMBER=09c71c74300504a2d3f0b7df6e45d75c824f,
C3674408091d141420957e6-S=Kannataka, PostalCode=570006
Phone=6c52dc6a97e4c1a82eb9771dd89f89c15c36e9252e3ca1
b465469e38d665800, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

Encl:

- Annexure A – Salary for the first 6 months.
- Annexure B – Salary from the 7th month onwards.
- Checklist of Documents for Joining.
- Medical Examination Report format.

ANNEXURE A

Name	Souhik Mazumdar
Grade	ETG
Designation	Trainee Systems Analyst
DOJ	To be intimated later
Monthly Benefits (Figures in Rs.) – A	
Basic	15000
HRA	7500
Supplementary Allowance	75
Total Monthly	22575
Annual Retirement Benefits – B	
Provident Fund (Refer Note No.1)	21600
Gratuity (4.17% of basic salary)	7506
Total Retirement Benefits p.a.	29106
Cost To Company – CTC - C - (A*12+B)	
300000	

Other Benefits – D	
Hospitalization & Personal Accident Insurance Premium (Refer Note No.2)	6774
Total Cost to Company – TCC (C+D)	306774

Notes:

1. This is the Employer's contribution towards Provident Fund. It is calculated at 12% of the Basic Salary. There will be an equal deduction of monthly PF amount from the employee's side as per the Employee Provident Fund Organisation rule. This is a savings scheme for employees mandated by the government.
2. Hospitalization Insurance Cover of Rs. 2 Lakhs p.a under the family floater cover (for Employee, spouse and children) and Personal Accident Insurance Cover for you of Rs. 16.5 Lakhs p.a, and Term Life Insurance Cover for you of Rs. 5 Lakhs as per rules governing the same.

The Company reserves the right to modify or cancel the terms of any of the schemes when deemed necessary.

ANNEXURE B

Name	Souhik Mazumdar		
Grade	ETG		
Designation	Trainee Systems Analyst		
DOJ	To be intimated later		
Monthly Benefits (Figures in Rs.) – A			
			<i>Figures in Rs.</i>
Basic			15000
HRA			7500
Advance Bonus/Ex Gratia			2500
Supplementary Allowance			1741

Total Monthly	26741
Annual Retirement Benefits – B	
Provident Fund ^(Refer Note No.1)	21600
Gratuity (4.17% of basic salary)	7506
Total Retirement Benefits p.a.	29106
Cost To Company – CTC - C - (A*12+B)	350000
Other Benefits – D	
Hospitalization & Personal Accident Insurance Premium ^(Refer Note No.2)	6774
Total Cost to Company – TCC (C+D)	356774

Notes:

1. This is the Employer's contribution towards Provident Fund. It is calculated at 12% of the Basic Salary. There will be an equal deduction of monthly PF amount from the employee's side as per the Employee Provident Fund Organisation rule. This is a savings scheme for employees mandated by the government.
2. Hospitalization Insurance Cover of Rs. 2 Lakhs p.a under the family floater cover (for Employee, spouse and children) and Personal Accident Insurance Cover for you of Rs. 16.5 Lakhs p.a, and Term Life Insurance Cover for you of Rs. 5 Lakhs as per rules governing the same.

The Company reserves the right to modify or cancel the terms of any of the schemes when deemed necessary.



Checklist of documents for joining

Please ensure that you submit the scanned copies of the following documents which are mandatory on your day of joining:

- Provisional Course Completion Certificate to be submitted on receipt of the same.

Signature Not Verified

- Documents and Information that are also required at the time joining or subsequently:**

- Passport Copy with copies of valid Visas– This would be readily available in our records in case of overseas travel.
- Copies of any certifications and additional qualifications mentioned in your resume.
- Copy of Voter Id or Driving license – This is required only if you are opting for meal card.

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Date:



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b465469e38d65809, O=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

NO OBJECTION CERTIFICATE

Date: 25th November 2020.

To the person concerned,

I, Souhik Mazumdar, from the Department of Electrical and Electronics Engineering, batch of 2020 (01JST16EE047) am unable to be physically present in Mysore to collect the No Due Certificate as I am currently residing in my hometown of Shillong, Meghalaya.

This is to certify that Harshitha V, also from the Department of Electrical and Electronics Engineering, batch of 2020 (01JST16EE017), is my classmate and should collect the No Due Certificate and carry out other procedures on my behalf. I am unable to travel back to Mysuru due to travel restrictions and rules applicable to the state of Meghalaya in lieu of the COVID - 19 situation.

I hereby request to kindly aid me in resolving the problem and allow Harshitha V to carry out the necessary procedures.

Thanking you,

Souhik Mazumdar
Dept. of EEE
01JST16EE047
Batch of 2020.



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



8-14

Name: SOWMYA.M.R

16/08/2020

Date _____



accenture

114

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

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



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43c67a40809d1f41240955ef73C@mitaka, PostalCode=570006
Phone=+662dc6ae97641ba2e8971dd89bf89c15c36e925e23ca1
b465469e388d6509, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

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(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/suggestion or have any query, feel free to write an e-mail to <http://indiacampus.accenture.com/candidate>

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

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

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

[Insert full legal name]



COMPENSATION & BENEFITS

ref
- So

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500
Maximum Annual Total earning potential (A+B)	4,15,500
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
Gratuity as per law# + Insurance Premium (notional value)	9,500
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	4,50,000

stg

- TDS is deducted as applicable from your Income.

stg

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 32,500. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.



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

Version 5.0 Dec 2019

Signature Not Verified

Candidate's Signature _____

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b465469e38bd65809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

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

Benefits applicable for current Company financial year:

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

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



Signature Not Verified

Candidate's Signature

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SERIALNUMBER=09c71c17430050407d30b07df6ea45675dc824ff
43c67ba0809fd414209557e, C=CN, emailata, PostalCode=570006,
Phone=+6c62dc6a97f8e041a82b67f1dd89b789c15c36e925e23ca1
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TECHNOLOGY UNIVERSITY, C=IN

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

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

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

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

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



Signature Not Verified

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SERIALNUMBER=067157430050, O=JSS SCIENCE AND
43c67a40800041420957a, S=K, cn=Arunka, PostalCode=570006,
Phone=+918226669746, c=IN, ou=Registrar, o=JSS SCIENCE AND
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TECHNOLOGY UNIVERSITY, c=IN

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INDIA & SOUTH ASIA

Madhepura Electric Locomotive (P) Ltd.
Laxmi Rampur Chakla Village Block Madhepura
Madhepura - 852113 Bihar, India
www.alstom.com/india

ALSTOM

Ref. No: ALSTOM/2103/Bengaluru/65971/2019-20

17 January 2020

Suma K. R.
Roll No: 01JST16EE052
SJCE Mysuru - Sri Jayachamarajendra College of Engineering, Mysuru
Campus Roads,
University Of Mysore Campus,
Mysuru-570006, Karnataka India

Dear **Suma**,

OFFER: Graduate Engineer Trainee 2020

With reference to your application and subsequent to our selection process and discussions, we are pleased to inform you that you have been selected to be part of ALSTOM's **"Young Engineering Graduate Program- 2020"** and will be trained by ALSTOM for a period of 12 months commencing from **01 July 2020**.

You are required to report at the below mentioned address on **30 June 2020**.

ALSTOM Transport India Limited,
66/2, 03rd Floor, B Wing,
Embassy Prime Building,
Bagmane Tech Park, C. V. Raman Nagar,
Bengaluru – 560 093, Karnataka, India.
Telephone: +91 80 4641 2400

In case of change of reporting address for administrative reasons, you will receive an update via email.

Please note that you will be allowed to join the training provisionally, subject to your clearing the final examination. However, further continuation of the training will depend on your successful completion of the degree on or before **30 September 2020**. If you fail to complete the same within the specified time frame, your training will be terminated immediately without any kind of obligation or liability on the part of ALSTOM.

Please find the compensation details mentioned in **Annexure A**.

Kindly note that prior to your reporting for training, you are required to undergo a comprehensive pre-employment medical check-up at a registered hospital. This offer is valid, subject to your being found medically fit. Please refer to **Annexure B** for details of the medical fitness tests required to be undertaken.



MADHEPURA ELECTRIC LOCOMOTIVE (P) LTD.

Registered Office:

01-B, 6th Floor, Tower-1, Konnectus, Bhaybhuti Marg, (Opp. NDLS-Airmeri Gate Side), New Delhi-110001, India.

Phone: 011-66196700

CIN: U35999DL2015PTC287601 / GSTIN: 07AAKCM0652P1Z1

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New Delhi-110001, India.

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Page 1 of 4



You will be required to bring with you the following documents / records at the time of joining.

- Original Mark sheets of Engineering/Post Graduation Degree, of all semesters.
- Class X & XII mark sheets and certificates.
- 3 sets of recent passport sized colour photographs.
- Original documents as proof of your Address and Identity incl. PAN Card, Aadhaar Card, Passport etc.
- One set of photocopies of all the above-mentioned documents.

During the period of your training, your relationship with ALSTOM may be terminated with one month's notice. On successful completion of your training period, you will be considered for confirmation on the basis of your performance during your training period. This however shall not be exercised as a matter of right and it shall be at the sole discretion of ALSTOM.

During your training period, you may undergo different trainings in or outside the territory of India at ALSTOM's sole discretion. In case you are required to take training overseas and the same is sponsored by ALSTOM, you will be required to sign a separate Service Agreement which shall be in addition to the conditions enumerated in this letter.

ALSTOM has a number of policies and procedures in place, which will be shared with you at the time of joining. Once you are employed with ALSTOM, you are required to fully comply with these policies and procedures. Notwithstanding anything contained in this letter, failure to comply with any of these policies would be construed as misconduct and may result in appropriate disciplinary action, including termination of your training.

We welcome you to the ALSTOM family and wish you the very best in your future career.

For Madhepura Electrical Locomotive Private Limited

Human Resources Director, India & South Asia

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Annexure B

Sub: Suma K R Pre-employment Medical Tests

Dear Suma,

You are required to complete the following medical examination from any registered clinic. The payment for these medical tests shall be borne by you and will be reimbursed upon joining the organization up to **INR 3,000/-**. Please ensure to submit original bill and the original medical reports at the time of joining.

Kindly note, the offer of employment is subject to medical clearance by us.

Investigations to be done

- Complete haemogram (Hb, TLC, DLC, ESR)
- Blood Group + RH
- Blood Sugar Post Prandial
- ECG
- HBS Ag
- X Ray Chest
- Eye Check up with an Ophthalmologist
- Blood Urea
- Serum Creatinine
- VDRL
- Urine Routine & microscopy
- Medical fitness certificate from a Doctor, who should be a registered medical practitioner from a government recognized general hospital or reputed private hospital.

Yours sincerely,

For Madhepura Electrical Locomotive Private Limited

Vinod T VARGHESE

Human Resources Director, India & South Asia



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Page 4 of 4

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:23-Jan-2020

Sunanda Rajshekhar G
C8499315

#1-2-27, Ward no:1,behind Dr.Basheer house, Pampanagar, Gangavathi, Dist:Koppal.
8431283592

Dear Sunanda Rajshekhar G,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Role - Application Development Associate

Career level – Career level - 12

Talent Segment - Software Engineering



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA or above, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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



Version: 5.0 Dec 2019

Candidate's Signature

Reference Id: 078db63a-b59d-4e58-8ec8-a8ee188d4cb1_1

Signed By: Mohan Sekhar

Signature Not Verified

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CN:SOKKALINGAM ARUN M DHANARAJ,
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TECHNOLOGY UNIVERSITY, C=IN
43c67a42820d041420957a, S=JSS, PostalCode=570006,
Phone=+918226649746, Email=jss@jss.ac.in, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY

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Inbox



Regards,
RBEI Campus Team



Signature Not Verified

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Phone=6262c6a974c1a62e9a713dada89f15c36e97252c3a1
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TECHNOLOGY UNIVERSITY, C=IN

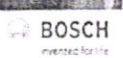
Robert Bosch (RBEI) - Congradulations Inbox

EE



Bosch 25/7/2019

to me ▾



Campus Recruitment Process 2019-20

Hi Tejas M L,

We hope you're doing well.

Thank you for participating in the RBEI recruitment process.

Congratulations, you have been selected as "Associate Software Engineer". Please ensure to keep a check on your **e-mail and SMS** for further communication.

Your feedback is valuable to us. Please provide your feedback about RBEI recruitment process by clicking [here](#).

Regards,

RBEI Campus Team



Reply



Reply

Signature Not Verified

SOMKALINGAM ARUN K M DHANARAJ
G-1, 3RD FLOOR, WILSONS BUILDING, DHANARAJ,
SRI LALITHA, 100/1, 17/7/2019
13c67a8a009df01320b7aee/Sri Latha, PostalCode=570006,
Phone=+9193404744140594, 04889861536497233341,
b465469e388468809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, CN=
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Forward

Issued By: *Abdul H. P.*
Signature: *[Signature]*
Date: *29th August 2019*

Dear

We are pleased to make you this offer of intent for the position of **Associate Engineer (LTTS - 2)**. 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

4. Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
5. Having secured 60% aggregate in Engineering Graduation
6. Passing the final year examination of Graduation in the first attempt.
7. Found medically fit by the Company authorized doctors
8. Submitting a Service Agreement, agreeing to serve the company for a period of 2 years from the date of commencement of training.
9. Submitting all necessary documents at the time of joining
10. 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 4,00,000/- per annum.

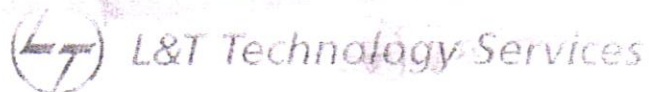
On successful completion of training, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations and policies of the company.



Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
CN:SOKKALINGAM ARUMUGAM DHANARAJ
SERIALNUMBER=09c71c74300504f6d30db7df6ea45d76c82af
16c7e408099164240295f7ae3c3000atika.PostalCode=57006
Phone+622165897671Lat+6.718787Long+101.5252523Cali
b465469e388d65809.OU=REGISTRAR.OJSS SCIENCE AND
TECHNOLOGY UNIVERSITY.CN

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Issued By : _____

Signatures _____

Date _____

All communications / notices should be addressed to:

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

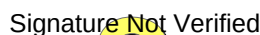
Yours truly,
For L&T Technology Services Limited

Acceptance by applicant below

Name: Vinay Kumar

Signature Vinay Kumar V

Date: 30th August 2019



SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ,
SERIALNUMBER=09c71c74300504d7f6db0bf7df6ea45d76c824f43c67a40809fd41420955fa7c3@cnmatika, PostalCode=570006
Phone=6c62dc6a97d4c61a62b7e7dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS KANNIA
TECHNOLOGY UNIVERSITY, C=IN

03.03.2024 22:26



Name Katyayani Mishra
Department Human Resources
Telephone +91 9910226965
E-mail katyayani.mishra@siemens-healthineers.com
Date September 3, 2020

130

SIEMENS HEALTHCARE PRIVATE LIMITED

Annexure - I

Name: Yathish KT
Position Level: PL 11
BU: SHS TE DC IND

Org Code: SHS TE DC IND DI-CT SNR MV2
Business Title: Graduate Engineer Trainee
Location: Bangalore

Compensation Structure (INR)

Heads of Payments		Amount (P.M.)	Amount (P.A.)
(A)	Basic Salary	16,042	192,500
(B)	Base Flexible Pay	27,097	325,160
(C)	Base Pay (A + B)	43,138	517,660
	Retirals:		
	Co. Cont. PF (12% of Basic)	1,925	23,100
	Co. Gratuity Provision (4.8% of Basic)	770	9,240
	Co. SAF (15% of Basic)	-	-
(D)	Total Retirals	2,695	32,340
(E)	Fixed Pay (C + D)	45,833	550,000
(F)	Performance Pay @100%	-	-
(G)	Target Pay (E + F)	45,833	550,000

For Siemens Healthcare Private Limited

Taori Pavan

Digitally signed by Taori
Pavan
Date: 2020.09.04 12:55:05
+05'30'

**Authorised
Signatory**

- Gratuity will be payable as per the payment of Gratuity Act, and as per company policy. Subject to income tax
- All present & future taxes related to your employment will be borne by you.



Gold Hill, Supreme Software Park II 21,
22, 27, 28
Electronic City Phase 2, Bangalore -
560100.

Tel: + 91 80 6192 0000
Email: hc_contact.india@siemens.com
www.siemens.co.in/healthcare

Registered Office: Unit No. 9A, 9th Floor, North Tower, Godrej One, Pirojshanagar, Eastern Express Highway, Vikhroli East, Mumbai – 400 079 India. Telephone +91 22 33700600. Fax +91 22 33700654. Other Offices: Bengaluru. Corporate Identity Number: U74900MH2015PTC264859

Signature Not Verified

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SERIALNUMBER=09c71c74300505407d3fb07df6ea45d76c824f
43c67a408097e1420957ae/SaeKatataka, PostalCode=570006
Phone=6c52dc6a97e4c1a52eb97f1dd89f89c15c36e925e23ca1
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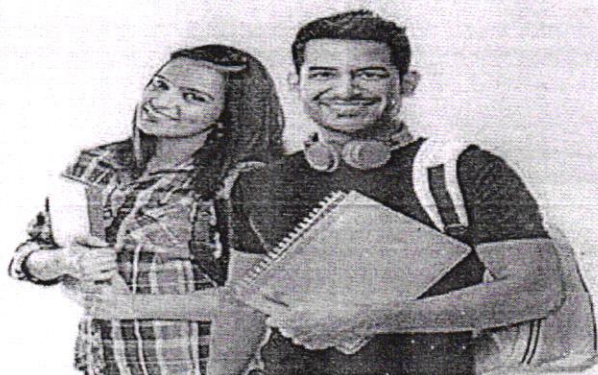
Gear up for Day 1 at Accenture - Pune (6-Nov-20)

Onboarding.Doc.ASE <Onboarding.Doc.ASE@accenture.com>

Wed, Oct 14, 2020 at 7:05 PM



GET READY FOR DAY ONE.



We are pleased to extend to you the opportunity to join Accenture on 6th November 2020.

- Use the login credentials shared with you in the **Welcome e-mail** to log into **Countdown to Accenture**. Tip: To optimize your experience with our system, please use a browser other than Internet Explorer (IE).
- Please complete your online forms and upload documents on the **Action Items** page of Countdown to Accenture.
- Please ensure you meet the eligibility criteria communicated to you during the recruitment process.
- All your backlogs must be clear on the day of onboarding.
- You are required to upload a copy of your PAN and Aadhaar cards. If you do not have these, please apply immediately. You need to electronically sign some forms. For Aadhaar, visit your nearest enrollment center to apply.

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0676400999, 12095975, 11130000, 1054006
0000, 620656976, 1987, 3891189, 15c36e9252c3a
b465469e38d65809, OU=REGISTRAR, O=JSS SCIENCE AND
TECHNOLOGY UNIVERSITY, C=IN

Additionally, keep the following **mandatory** documents rea

1. Hard copy of the signed e-offer letter.
2. Hard copy of the Terms of Employment document.

3. Six passport size photographs.
4. Original and photocopy of PAN card/Acknowledgement of PAN application
5. Original mark sheet of all semesters (PG/UG). (In case the college has not issued original mark sheets, then please get the soft copy of these attested by the college)
6. Original provisional degree certificate or convocation degree certificate. (In case the college has not issued original provisional degree certificate or convocation degree certificate, then please get the soft copy of these attested by the college)
7. One copy of all educational documents.
8. Photocopy of ID proof (PAN Card/Voter ID/Driving License/Passport)
9. Two photocopies of the Aadhar card

Note: You will receive details and reminders about your joining date via e-mails and phone calls. Once you accept your joining date, we'll share details about your joining location.

Please ignore the date of joining and location mentioned on the Countdown to Accenture page. The final details will be sent by Onboarding.doc.ASE@accenture.com

Got a query? Write to Onboarding.doc.ASE@accenture.com for any queries or clarifications.

Don't forget to check out all that Countdown to Accenture offers—great tips and information to prepare you for your initial days and weeks at Accenture, what you can expect over your full Accenture career, and much more!

We look forward to having you onboard soon and wish you an exciting career at Accenture.

Regards,

Onboarding Team

Accenture Solutions Pvt Ltd

Live the Accenture Core Values - Best People · Respect for the Individual · Integrity. Stewardship · Client Value Creation · One Global Network



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Please note, that unless a formal employment offer is provided to candidate, participation in the interview process shall be considered as an offer for employment by Accenture notwithstanding any contents or communications mentioned in process documents or links.