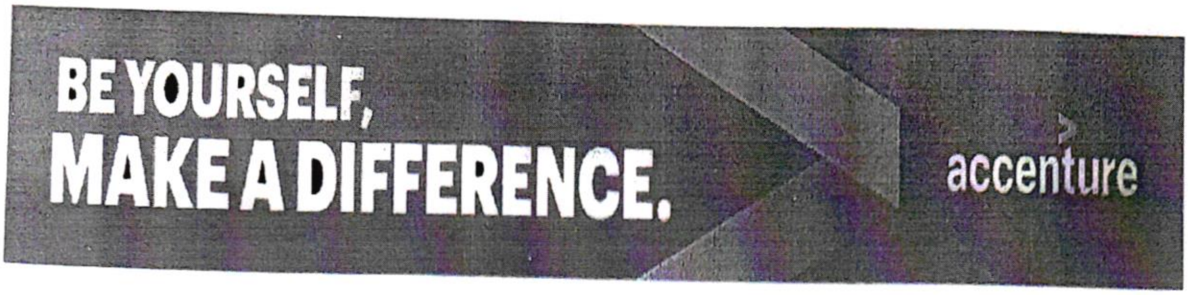
JSS Mahavidyapeetha
JSS Science and Technology University
(Established Under JSS Science and Technology University Act No. 43 of 2013)
JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

DEPARTMENT OF INDUSTRIAL & PRODUCTION ENGINEERING
2019-20

SL.No	Name of the students	Organisation in which placed	Package committed per annum in INR	Page no.
1	Deepak K	Accenture Solutions Pvt ltd	4.5	1
2	Leena R G	Accenture Solutions Pvt ltd	4.5	3
3	Parashivamurthy V N	Accenture Solutions Pvt ltd	4.5	5
4	Prabhod Urs R	Accenture Solutions Pvt ltd	4.5	7
5	Pramod A N	Accenture Solutions Pvt ltd	4.5	9
6	Sanjana G Naik	TE	4.5	11
7	Shreya S	Lam Research pvt ltd	5.4	13
8	Tasmiya Naseem	Mercedes Benz	6.2	14
9	Tejas M P	TE	4.5	16
10	Vandana B	Accenture Solutions Pvt ltd	4.5	18
11	Varshini S Udupa	Accenture Solutions Pvt ltd	4.5	20
12	Vikas E	Lam Research pvt ltd	5.4	22

IP



Strictly Private and Confidential

Date:23-Jan-2020

DEEPAK KRISHNA
C8499325

#43,3rd cross ,New Kantharaj Urs Road,Basaveshwara Nagar,Mysore

6360130109

Dear **DEEPAK 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:

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.

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

IP

Date:18-Jan-2020

LEENA RAJ GOVIND
C8484432

#153/1 ward no-03 Vinayaka colony T.Narasipura

8296161607

Dear **LEENA RAJ GOVIND,**

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:

Reference Id: 3c555fc3-5fe6-45c5-95ce-b3d2b9c4a477_1
Signed By: Mohan Sekhar

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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.

(IP)

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:22-Jan-2020

Parashivamurthy Vatalu Nataraju
C8496609

Kuruba street Vatal village, Muguru hobali T Narasipura Taluk, Mysuru, Karnataka - 571124

9164887397

Dear **Parashivamurthy Vatalu Nataraju,**

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:

Candidate's Signature

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.

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:23-Jan-2020

PRABHOD URS RAVI
C8499331

Door no 809 1st cross E&F block manujapatha road kuvempunagar

9731772409

Dear **PRABHOD URS RAVI,**

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:

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.

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:23-Jan-2020

Pramod Akkihebbal Narasimha
C8499333

EWS 3, 6th D Main Road, Ramakrishna Nagara K Block, Mysuru-22

9739331347

Dear **Pramod Akkihebbal Narasimha,**

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:

Reference Id: 993d7162-08b3-4047-b502-72208a46337e_1
Signed By: Mohan Sekhar

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c743005042[illegible]fd3f0bf7df6ea45d76c824ff43c67a40809fdf41420957ae, S=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a62b987[illegible]1dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN

02.02.2024 22:36

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.

Candidate's Signature

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c74300504[illegible]fd3f0bf7df6ea45d76c824ff43c67a40809fdf41420957ae, S=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a62b987[illegible]1dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN

02.02.2024 22:36

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

te.com

Offer and Appointment Letter

Privileged & Confidential

6th April 2020

TECIL/HR/2020_990

Sanjana G Naik
#200, 21st main, Vijayanagar
3rd stage, B Block, Mysore 570017

Dear Sanjana,

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

1. Position Title : **Graduate Engineer**
   Band : **5-4**
   Business Segment/ BU/ Function : **Transportation Solutions / Auto / Engineering**

2. Compensation Perquisites & Allowances:
   You will be entitled to the salary and perquisites as listed in Annexure I hereto. This is a matter purely between yourself and TE Connectivity India Pvt Ltd arrived at based on your specific background and merit. You are expected to keep this information and any changes made to this Offer Letter from time to time strictly confidential. In case you have any queries, you may reach out to the Human Resources Department.

3. Your initial place of posting will be **Bangalore.** However, you are liable to be transferred to any other place or office of the Company or to any other division or department or to any subsidiary or an associate company of the Company that is presently in existence or will be incorporated/formed on a future date. The Company will also have the right to send you on deputation or to assign your services to any other organization as it deems fit. Any of the above instances will not adversely affect your emoluments.

4. Your appointment will be effective from the date of joining which shall be as soon as possible but not later than **1st October 2020** failing which this offer will automatically stand withdrawn.

5. You will be governed by and will abide by the Rules and Regulations of the Company in force from time to time.

Compensation Structure – Annexure I

Name: Sanjana G Naik | **Band / GJF Level: 5-4**

Designation: Graduate Engineer | **Location: Bangalore**

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

MADHUKAR PARAMESHWAR BHAT

Digitally signed by MADHUKAR PARAMESHWAR BHAT
Date: 2020.08.28 18:49:13 +05'30'

Head - HR, CS Segment & Corporate Functions

Notes:

- For Flexible Benefit Plan components, refer Annexure II.
- Gratuity: As per the Payment of Gratuity Act 1972 and rules thereunder
- You will be covered under GIP for FY21 (October 2020 to September 2021) at target incentive of 6% of Annual Guaranteed Cash.

STRICTLY CONFIDENTIAL

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

Lam RESEARCH

Registered Office :
Lam Research (India) Private Limited.
"Maruthi Infotech Center", 2nd Floor,
'A' Block, 11/1 & 12/1, Amarjyothi Layout,
Intermediate Ring Road
Bangalore 560 071
Ph: 91-80-41500126 / 46420300
www.lamresearch.com

August 17, 2020

Ms. Shreya Somashekar
No. 276, 7th B Main Road
1st Stage, Hebbal
Mysore – 570 016

APPOINTMENT LETTER

Dear Shreya,

Further to our discussions and your acceptance of our Offer Letter dated May 14, 2020, Lam Research (India) Private Limited ("**Company**") is pleased to appoint you as **"Product Change Analyst, I"** at the Bangalore office of the Company from August 17, 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 May 13, 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 August 17, 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 May 13, 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.

J.P

DAIMLER

Offer has been accepted

Mercedes-Benz

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

OFFER/HR/MER0000SKM/2412492/2020

June 29, 2020

Tasmiya Naseem

#46, EWS, KHB Colony R S Naidunagar

MYSORE

Mysore

Karnataka - 570007

Dear Tasmiya Naseem,

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

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

REMUNERATION

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Tasmiya Naseem

RD I/CDC

S.No	Particulars	Monthly Salary (In Rupees)	Annual Salary (In Rupees)
A	**MONTHLY SALARY COMPONENTS**		
	Basic	18,334.00	220,008.00
	House Rent Allowance	7,334.00	88,008.00
	Basket of Allowances:		
	Monthly Allowance	12,717.00	152,604.00
	Leave Travel Allowance	6,250.00	75,000.00
	Telephone Allowance	1,200.00	14,400.00
	Monthly Salary	**45,835.00**	**550,020.00**
B	**OPTIONAL MONTHLY COMPONENTS**		
	Superannuation Allowance*	2,751.00	33,012.00
C	**RETIRAL COMPONENTS**		
	Company's Contribution towards Provident Fund @ 12% of basic salary		26,401.00
	Company's Contribution towards Gratuity Fund @ 4.81% of basic salary		10,582.00
D	**Cost To Company**		**620,015.00**

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

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c74300504fd3f0bf7df6ea45d76c824ff43c67a40809fdf41420957ae, S=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a62b9871dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:36

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

TE connectivity

te.com

Offer and Appointment Letter

Privileged & Confidential

6th April 2020

TECIL/HR/2020_992

Tejas M P
#250, "UNNATHI",behind HP petrol
bunk,mahadeshwara layout,
Vijayanagar 2nd stage, Mysore-570016

Dear Tejas,

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

1. Position Title : **Graduate Engineer**
   Band : **5-4**
   Business Segment/ BU/ Function : **Transportation Solutions / Auto / Engineering**

2. Compensation Perquisites & Allowances:
   You will be entitled to the salary and perquisites as listed in Annexure I hereto. This is a matter purely between yourself and TE Connectivity India Pvt Ltd arrived at based on your specific background and merit. You are expected to keep this information and any changes made to this Offer Letter from time to time strictly confidential. In case you have any queries, you may reach out to the Human Resources Department.

3. Your initial place of posting will be **Bangalore.** However, you are liable to be transferred to any other place or office of the Company or to any other division or department or to any subsidiary or an associate company of the Company that is presently in existence or will be incorporated/formed on a future date. The Company will also have the right to send you on deputation or to assign your services to any other organization as it deems fit. Any of the above instances will not adversely affect your emoluments.

4. Your appointment will be effective from the date of joining which shall be as soon as possible but not later than **1st October 2020** failing which this offer will automatically stand withdrawn.

5. You will be governed by and will abide by the Rules and Regulations of the Company in force from time to time.

Compensation Structure – Annexure I

Name: Tejas M P

Band / GJF Level: 5-4

Designation: Graduate Engineer

Location: Bangalore

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

MADHUKAR PARAMESHWAR BHAT

Digitally signed by MADHUKAR PARAMESHWAR BHAT
Date: 2020.08.28 18:55:25 +05'30'

Head - HR, CS Segment & Corporate Functions

Notes:

- For Flexible Benefit Plan components, refer Annexure II.
- Gratuity: As per the Payment of Gratuity Act 1972 and rules thereunder
- You will be covered under GIP for FY21 (October 2020 to September 2021) at target incentive of 6% of Annual Guaranteed Cash.

STRICTLY CONFIDENTIAL

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

BE YOURSELF, MAKE A DIFFERENCE. accenture

Strictly Private and Confidential

Date:23-Jan-2020

VANDANA BASAVARAJA
C8499326

#143 KAVERI MAIN ROAD RAGHAVENDRA NAGAR MYSORE 570011

8951334598

Dear **VANDANA BASAVARAJA,**

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:

Candidate's Signature

Reference Id: 582ee937-189d-4e1c-837f-9eaae52e953b_1
Signed By: Mohan Sekhar

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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

Candidate's Signature

Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c7430050427d3f0bf7df6ea45d76c824ff43c67a40809fdf41420957ae, S=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a62b9871dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:36

(IP)

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:23-Jan-2020

VARSHINI SHAMSUNDER UDUPA
C8499332

#904, 11th cross, near jnanakeerthi convent, Janathanagar, Mysore-570009

7338615122

Dear **VARSHINI SHAMSUNDER UDUPA,**

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:

• 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

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

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

Gratuity as per law# + Insurance Premium (notional value) 9,500

(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.

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.

1P

Lam RESEARCH

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

May 14, 2020

Mr. Vikas Eresh

Kakanamane, Bage, Hasan

Karnataka – 573 214

LETTER OF OFFER

Dear Vikas,

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 "**Planning Analyst, I**" on the following terms and conditions: -

Your compensation for this postion will be **Rs. 5,41,470/- (Five Lakh Forty One Thousand Four Hundred and Seventy 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.