



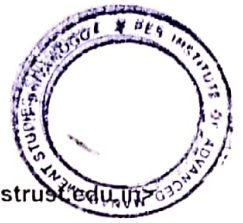
Average percentage of placement of outgoing students during the last five years

Placement details- 2019-2020

Sl. No.	Student Name	Program Graduated from	Name of the Employer
1	ANANYA. B SHETTY	BCA	Wipro
2	ATHIRA DILEEP NAMBIAR	BCA	Wipro
3	DEEPA PRASAD	BCA	Wipro
4	DEEPIKA G N	BCA	Wipro
5	DEVIKA C	BCA	Wipro
6	KAVANA PRABHU K	BCA	Wipro
7	NAGASHREE KAMATH S	BCA	Wipro
8	PALLAVI N V	BCA	Wipro
9	POORVIKA K V	BCA	Wipro
10	PRAJWAL SARAF S	BCA	Wipro
11	PRATHAMA U	BCA	Wipro
12	PRIYANKA C	BCA	Wipro
13	RAKSHITHA C	BCA	Wipro
14	SAKSHI JAIN	BCA	Wipro
15	SUCHITHA A SHAROL	BCA	Wipro
16	SUMUKHA M N	BCA	Wipro
17	SURAJ R H	BCA	Wipro
18	NAVEEN KUMAR SS	BCA	Wipro
19	PALLAVI ESHWAR NAIK	BCA	Wipro
20	PAUL SHREYAS	BCA	ABC Technologies
21	POORVIKA K V	BCA	ABC Technologies
22	NIKHIL A R	BCA	ABC Technologies
23	AKASH M	BCA	TCS
24	ANANYA B SHETTY	BCA	TCS
25	CHAITHRA U BILIGI	BCA	TCS
26	DEEPIKA G.N	BCA	TCS
27	SHOAIB KHAN	BCA	TCS
28	NAVEEN KUMAR SS	BCA	TCS
29	NAMRATHA S D	BBA	Digit
30	PAVAN DHANANJAYAN	BBA	BYJU'S
31	SYEDA SUNAIN KOUSAR	BBA	Extramarks
32	VAISHALI G B	B.Com	BYJU'S
33	VEENA R	B.Com	BYJU'S


Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204



Anmol Uttarkarkiran <anmoluk@pestrust.edu.in>

Fwd: Letter of Intent - Ananya Shetty - Ref. No.: 9603514

1 message

ananyaashu20 <ananyaashu20@gmail.com>
 To: anmoluk <anmoluk@pestrust.edu.in>

Thu, Feb 6, 2020 at 2:20 PM

**Ananya Shetty**

ananyaashu20@gmail.com

----- Forwarded -----

Sender: careers <careers@wipro.com>

Date: Jan 28, 2020 8:58 PM

Subject: Letter of Intent - Ananya Shetty - Ref. No.: 9603514

Recipient: ananyaashu20 <ananyaashu20@gmail.com>

CC: "manager.campus" <manager.campus@wipro.com>

Campus - Letter Of Intent

January 28, 2020

Dear **Ananya Shetty**,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

712 15,712/- (*)

Period	Scholarship	ESI	Consolidated Scholarship* (INR pm)
First Year	15000		

Second Year	17000	810	17,810/- (*)
Third Year	19000	910	19,910/- (*)
Fourth Year	23000	0	23,000/- (*)

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us. Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days.

Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.


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<https://mail.google.com/mail/u/0/?ik=cd59813e28&view=pt&search=all&permthid=thread-f%3A165777665420547937&siml=msg-f%3A165777665420547937>

06/02/2020

PESITM, Shivamogga Mail - Fwd: Letter of Intent - Ananya Shetty - Ref. No.: 9603514



Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Talent Acquisition

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A handwritten signature in green ink, appearing to be "S.A." with a flourish.

Principal

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NH 206, Sagar Road
SHIVAMOGGA-577 204.



Anmol Uttarkarkiran <anmoluk@pestrust.edu.in>

**Fwd: Letter of Intent - Athira Nambiar - Ref. No.: 9617857**

1 message

Athira Nambiar <athunambiar4@gmail.com>
To: anmoluk@pestrust.edu.in

Thu, Feb 6, 2020 at 2:22 PM

Begin forwarded message:

From: Athira Nambiar <athunambiar4@gmail.com>
Date: 29 January 2020 at 3:00:58 PM IST
To: bobsteven2498@gmail.com
Subject: Fwd: Letter of Intent - Athira Nambiar - Ref. No.: 9617857

Sent from my iPhone

Begin forwarded message:

From: careers@wipro.com
Date: 28 January 2020 at 8:25:50 PM IST
To: athunambiar4@gmail.com
Cc: manager.campus@wipro.com
Subject: Letter of Intent - Athira Nambiar - Ref. No.: 9617857

Campus - Letter Of Intent

January 28, 2020

Dear Athira Nambiar ,

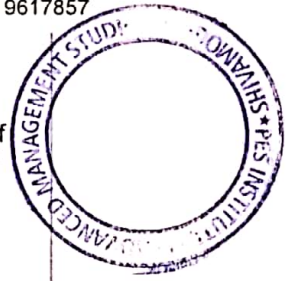
Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

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Period	Scholarship	ESI	Consolidated Scholarship* (INR pm)
First Year	15000	712	15,712/- (*)
Second Year	17000	810	17,810/- (*)
Third Year	19000	910	19,910/- (*)
Fourth Year	23000	0	23,000/- (*)


Principal

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NH 206, Sagar Road



Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us. Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days.

Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

**For Wipro Limited
Sunil Kalachar
General Manager - Talent Acquisition**

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NH 206, Sagar Road
SHIVAMOGGA-577 204.



Anmol Uttarkarkiran <anmoluk@pestrust.edu.in>



Fwd: Wipro | Mandatory documents for Audit and Document Verification

1 message

Deepa Prasad S.R <deepaprasadsr@gmail.com>
To: anmoluk@pestrust.edu.in

Thu, Feb 6, 2020 at 1:12 PM

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

From: <careers@wipro.com>

Date: Thu, Feb 6, 2020, 1:09 PM

Subject: Wipro | Mandatory documents for Audit and Document Verification

To: <deepaprasadsr@gmail.com>

*****THIS IS AN AUTOGENERATED MAIL*****

Campus

Wipro | Mandatory documents for Audit and Document Verification

Dear Candidate,

Greetings from Wipro!

Congratulations on having accepted the Letter of Intent. Request you to submit all the Mandate documents within 20 days from the receipt of this e-mail, to enable us to take your candidature to the next level, which is document verification and Offer letter release. The mandate documents to be uploaded are mentioned in the mail below.

The guidelines to upload the documents to complete your Background verification is given below.

Please log on to: <https://synergy.wipro.com/campus/cd/> using your credentials.

USER ID - 9624555

PASSWORD - Roodee@19

Once logged in, please refer the below path:

Candidate Background Verification>> Fill verification details

Please fill the Background Verification Form as per below guidelines:

Note: Please upload all the mandate documents in **JPG or PDF** format within 20 days from the receipt of this e-mail for verification purpose.

1) Personal Details: Please fill the requested details on the portal.

2) Education: Please fill the requested details on the portal and upload below documents.

o Documents Required (for upload):

- **UG (BE/B.TECH- Candidates)** 1st to 6th semester Original or clear Internet copy of the mark sheets
- **UG (BCA/BSC- Candidates)** 1st to 4th semester Original mark Sheets or clear Internet copy of the mark sheet
- 12th / Diploma (All semester)
- 10th Mark sheet

Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204,

Note:



Anmol Uttarkarkiran <anmoluk@pestrust.edu.in>



Fwd: Letter of Intent - Deepika G N - Ref. No.: 9597660

1 message

deepika gn <deepikagn99@gmail.com>
To: anmoluk@pestrust.edu.in

Wed, Feb 5, 2020 at 1:54 PM

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

From: deepika gn <deepikagn99@gmail.com>
Date: Tue, Jan 28, 2020, 10:16 PM
Subject: Fwd: Letter of Intent - Deepika G N - Ref. No.: 9597660
To: <harshithay886@gmail.com>

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

From: <careers@wipro.com>
Date: Tue, Jan 28, 2020, 8:13 PM
Subject: Letter of Intent - Deepika G N - Ref. No.: 9597660
To: <deepikagn99@gmail.com>
Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

January 28, 2020

Dear Deepika G N,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

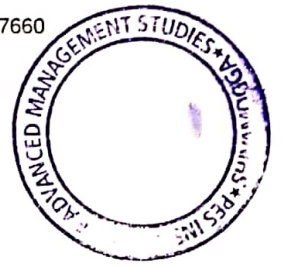
712 15,712/- (*)

Period	Scholarship	ESI	Consolidated Scholarship* (INR pm)
First Year	15000		

Second Year	17000	810	17,810/- (*)
Third Year	19000	910	19,910/- (*)
Fourth Year	23000	0	23,000/- (*)

Principal

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us. Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. SHIVAMOGGA-577 204.



Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Talent Acquisition

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NH 206, Sagar Road
SHIVAMOGGA-577 204.



Anmol Uttarkarkiran <anmoluk@pestrust.edu.in>



Fwd: Wipro | Mandatory documents for Audit and Document Verification

1 message

Devika C <devikac0299@gmail.com>
To: anmoluk@pestrust.edu.in

Thu, Feb 6, 2020 at 12:56 PM

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

From: <careers@wipro.com>
Date: Tue, 4 Feb 2020, 8:32 pm
Subject: Wipro | Mandatory documents for Audit and Document Verification
To: <devikac0299@gmail.com>

*****THIS IS AN AUTOGENERATED MAIL*****

Campus

Wipro | Mandatory documents for Audit and Document Verification

Dear Candidate,

Greetings from Wipro!

Congratulations on having accepted the Letter of Intent. Request you to submit all the Mandate documents within 20 days from the receipt of this e-mail, to enable us to take your candidature to the next level, which is document verification and Offer letter release. The mandate documents to be uploaded are mentioned in the mail below.

The guidelines to upload the documents to complete your Background verification is given below.

Please log on to: <https://synergy.wipro.com/campus/cd/> using your credentials.

USER ID - 9599288
PASSWORD - Pataki\$06

Once logged in, please refer the below path:

Candidate Background Verification>> Fill verification details

Please fill the Background Verification Form as per below guidelines:

Note: Please upload all the mandate documents in **JPG or PDF** format within 20 days from the receipt of this e-mail for verification purpose.


1) Personal Details: Please fill the requested details on the portal.

2) Education: Please fill the requested details on the portal and upload below documents.

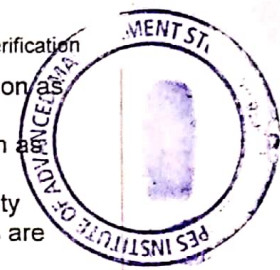
o Documents Required (for upload):

- **UG (BE/B.TECH- Candidates)** 1st to 6th semester Original or clear Internet copy of the mark sheets
- **UG (BCA/BSC- Candidates)** 1st to 4th semester Original mark Sheets or clear Internet copy of the mark sheet
- 12th / Diploma (All semester)
- 10th Mark sheet

Note:


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- **(BE/B.TECH- Candidates) 7th and 8th Semester mark sheets** to be uploaded as soon as results are declared
- **(BCA/BSC- Candidates) 5th and 6th Semester Mark sheets** to be uploaded as soon as results are declared
- **Provisional Degree certificate** to be uploaded as soon as you receive from university
- **Course completion certificate** to be uploaded as soon as the final semester results are declared



3) **Work Experience:** Please fill the requested details on the portal. (If Any)

4) **Address Check:** Please fill the requested details on the portal and upload below documents.

o **Details Required**

- Complete address (Current + Permanent address) with Pin Code, House number/Door Number to be mentioned in address
- Period of stay
- Prominent Landmark
- House Owner's Name & Contact Number (if rented house)
- **Documents Required (for upload):** Aadhaar card

5) **Criminal Check:** Please fill the requested details on the portal and upload below document

o **Documents Required (for upload):** Passport copy (Please scan and upload both front and back side)

6) **Identity Check :** Please fill the requested details on the portal and upload below documents

o **Details and Documents Required (for upload):**

- Govt Id proof -Passport & Pan Card are mandate
- Aadhaar card copy (Mandatory Document for EPF)

7) **Database Check:** Please fill the requested details on the portal.

8) **Consent:** Please download the Letter of Authorization and upload manually signed LOA with current date.

Please note below additional pointers for your reference:

- Please ensure that details mentioned in your CAM form details match your Verification details (VD).
- Passport, Aadhaar card and PAN card are mandatory documents.
- Please upload the scanned clear copy of manually signed copy of Letter of Authorization with current date (available for download from portal).

Note: Please apply and upload the Passport, Aadhaar card and Pan Card within 45 days from the receipt of this e-mail if you do not have these documents

IMPORTANT NOTE:

At any stage, whether during your interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

Please reach out to manager.campus@wipro.com in case of any query.

Regards,
Campus Audit Team
Wipro Limited


Principal

PES Institute of Advanced Management Studies

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Letter of Intent - Kavana Prabhu K - Ref. No.: 9624314

1 message

<careers@wipro.com>
To: kavanaprabhu07@gmail.com
Cc: manager.campus@wipro.com

Tue, Jan 28, 2020 at 8:07 PM

Campus - Letter Of Intent

January 28, 2020

Dear Kavana Prabhu K,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

712 15,712/-
 (*)

Period	Scholarship	ESI	Consolidated Scholarship* (INR pm)
First Year	15000		

Second Year	17000	810	17,810/- (*)
Third Year	19000	910	19,910/- (*)
Fourth Year	23000	0	23,000/- (*)

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us. Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days.

Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

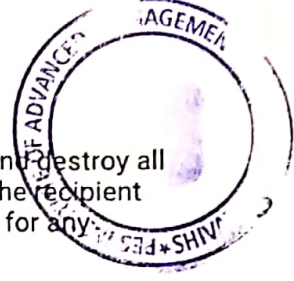
For Wipro Limited
Sunil Kalachar
General Manager - Talent Acquisition

Principal

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NH 206, Sagar Road
SHIVAMOGGA 577 204.

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SHIVAMOGGA-577 204.



Anmol Uttarkarkiran <anmoluk@pestrust.edu.in>



Fwd: Wipro | Mandatory documents for Audit and Document Verification

1 message

nagashree kamath <nagashreekamath726@gmail.com>
To: anmoluk@pestrust.edu.in

Thu, Feb 6, 2020 at 1:55 PM

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

From: <careers@wipro.com>

Date: Sat, Feb 1, 2020, 2:41 PM

Subject: Wipro | Mandatory documents for Audit and Document Verification

To: <nagashreekamath726@gmail.com>

*****THIS IS AN AUTOGENERATED MAIL*****

Campus

Wipro | Mandatory documents for Audit and Document Verification

Dear Candidate,

Greetings from Wipro!

Congratulations on having accepted the Letter of Intent. Request you to submit all the Mandate documents within 20 days from the receipt of this e-mail, to enable us to take your candidature to the next level, which is document verification and Offer letter release. The mandate documents to be uploaded are mentioned in the mail below.

The guidelines to upload the documents to complete your Background verification is given below.

Please log on to: <https://synergy.wipro.com/campus/cd/> using your credentials.

USER ID - 9641193

PASSWORD - zxhm4F2aXPS

Once logged in, please refer the below path:

Candidate Background Verification>> Fill verification details

Please fill the Background Verification Form as per below guidelines:

Note: Please upload all the mandate documents in **JPG or PDF** format within 20 days from the receipt of this e-mail for verification purpose.

1) Personal Details: Please fill the requested details on the portal.

2) Education: Please fill the requested details on the portal and upload below documents.

o Documents Required (for upload):

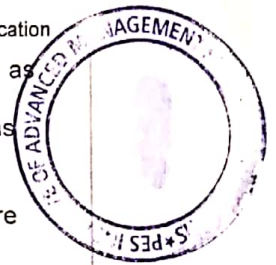
- **UG (BE/B.TECH- Candidates)** 1st to 6th semester Original or clear Internet copy of the mark sheets
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- 12th / Diploma (All semester)
- 10th Mark sheet

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Note:

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- **Course completion certificate** to be uploaded as soon as the final semester results are declared



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4) **Address Check:** Please fill the requested details on the portal and upload below documents.

o **Details Required**

- Complete address (Current + Permanent address) with Pin Code, House number/Door Number to be mentioned in address
- Period of stay
- Prominent Landmark
- House Owner's Name & Contact Number (if rented house)
- **Documents Required (for upload):** Aadhaar card

5) **Criminal Check:** Please fill the requested details on the portal and upload below document

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6) **Identity Check :** Please fill the requested details on the portal and upload below documents

o **Details and Documents Required (for upload):**

- Govt Id proof -Passport & Pan Card are mandate
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- Please upload the scanned clear copy of manually signed copy of Letter of Authorization with current date (available for download from portal).

Note: Please apply and upload the Passport, Aadhaar card and Pan Card within 45 days from the receipt of this e-mail if you do not have these documents

IMPORTANT NOTE:

At any stage, whether during your interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

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Regards,
Campus Audit Team
Wipro Limited


Principal

PES Institute of Advanced Management Studies

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Anmol Uttarkarkiran <anmoluk@pestrust.edu.in>



Fwd: Letter of Intent - Pallavi N V - Ref. No.: 9636317

1 message

pallavi bhargav <pallavibhargav.925@gmail.com>
To: anmoluk@pestrust.edu.in

Wed, Feb 5, 2020 at 1:52 PM

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

From: <careers@wipro.com>
Date: Tue, Jan 28, 2020, 8:25 PM
Subject: Letter of Intent - Pallavi N V - Ref. No.: 9636317
To: <pallavibhargav.925@gmail.com>
Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

January 28, 2020

Dear **Pallavi N V,**

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

712 15,712/-
(*)

Period	Scholarship	ESI	Consolidated Scholarship* (INR pm)
First Year	15000		

Second Year	17000	810	17,810/- (*)
Third Year	19000	910	19,910/- (*)
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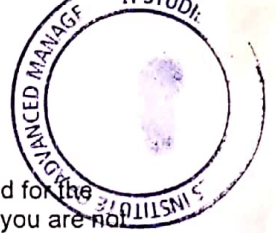
Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**

[Signature]
Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



Sunil Kalachar
General Manager - Talent Acquisition

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NH 206, Sagar Road
SHIVAMOGGA-577 204.



Anmol Uttarkarkiran <anmoluk@pestrust.edu.in>

**Fwd: Letter of Intent - Poorvika K V - Ref. No.: 9637912**

1 message

Poorvika K V <poorvikavishu@gmail.com>
To: anmoluk@pestrust.edu.in

Thu, Feb 6, 2020 at 1:07 PM

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

From: **Poorvika K V** <poorvikavishu@gmail.com>
Date: Wed 5 Feb, 2020, 2:17 PM
Subject: Fwd: Letter of Intent - Poorvika K V - Ref. No.: 9637912
To: <Aanmoluk@pestrust.edu.in>

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

From: **Poorvika K V** <poorvikavishu@gmail.com>
Date: Tue 28 Jan, 2020, 10:59 PM
Subject: Re: Letter of Intent - Poorvika K V - Ref. No.: 9637912
To: <careers@wipro.com>

Yes, I accept the offer

On Tue 28 Jan, 2020, 8:06 PM , <careers@wipro.com> wrote:

Campus - Letter Of Intent

January 28, 2020

Dear **Poorvika K V,**

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

712 15,712/- (*)

Period	Scholarship	ESI	Consolidated Scholarship* (INR pm)
First Year	15000		

Second Year	17000	810	17,810/- (*)
Third Year	19000	910	19,910/- (*)
Fourth Year	23000	0	23,000/- (*)

Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us. Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days.

Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Talent Acquisition



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Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204



Anmol Uttarkarkiran <anmoluk@pestrust.edu.in>

**Fwd: Letter of Intent - Prajwal S - Ref. No.: 9598330**

1 message

Prajwal Saraf <prajwalsaraf55@gmail.com>
To: anmoluk@pestrust.edu.in

Wed, Feb 5, 2020 at 3:22 PM

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

From: <careers@wipro.com>
Date: Tue, 28 Jan 2020, 8:09 pm
Subject: Letter of Intent - Prajwal S - Ref. No.: 9598330
To: <prajwalsaraf55@gmail.com>
Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

January 28, 2020

Dear Prajwal S,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

712 15,712/- (*)

Period	Scholarship	ESI	Consolidated Scholarship* (INR pm)
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Second Year	17000	810	17,810/- (*)
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Fourth Year	23000	0	23,000/- (*)


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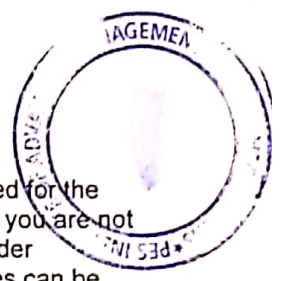
Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited


Principal
PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



Sunil Kalachar
General Manager - Talent Acquisition

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Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



Anmol Uttarkarkiran <anmoluk@pestrust.edu.in>

**Fwd: Letter of Intent - Prathama U Prathama U - Ref. No.: 9637629**

2 messages

prathama prathu <prathamaprathu2006@gmail.com>
To: anmoluk@pestrust.edu.in

Wed, Feb 5, 2020 at 1:54 PM

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

From: <careers@wipro.com>
Date: Tue, 28 Jan 2020, 20:23
Subject: Letter of Intent - Prathama U Prathama U - Ref. No.: 9637629
To: <prathamaprathu2006@gmail.com>
Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

January 28, 2020

Dear Prathama U Prathama U,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

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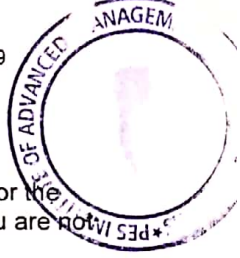
Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited

Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



Sunil Kalachar
General Manager - Talent Acquisition

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prathama prathu <prathamaprathu2006@gmail.com>
 To: anmoluk@pestrust.edu.in

Wed, Feb 5, 2020 at 1:57 PM

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

From: prathama prathu <prathamaprathu2006@gmail.com>
 Date: Wed, 5 Feb 2020, 13:54
 Subject: Fwd: Letter of Intent - Prathama U Prathama U - Ref. No.: 9637629
 To: <anmoluk@pestrust.edu.in>

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

From: <careers@wipro.com>
 Date: Tue, 28 Jan 2020, 20:23
 Subject: Letter of Intent - Prathama U Prathama U - Ref. No.: 9637629
 To: <prathamaprathu2006@gmail.com>
 Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

January 28, 2020

Dear Prathama U Prathama U,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASEWIMS** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

712 15,712/-
 (*)

Period	Scholarship	ESI	Consolidated Scholarship* (INR pm)
First Year	15000		

Second Year	17000	810	17,810/- (*)
Third Year	19000	910	19,910/- (*)
Fourth Year	23000	0	23,000/- (*)

[Handwritten Signature]
Principal

PES Institute of Advanced Management Studies
 NH 206, Sarar Road
 SHIVAMOGGA

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Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Talent Acquisition



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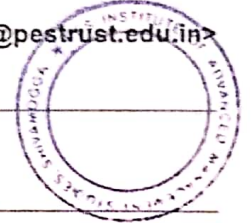
A handwritten signature in black ink, appearing to be "S. Kalachar", written over a horizontal line.

Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



Anmol Uttarkarkiran <anmoluk@pestrust.edu.in>

**Fwd: Letter of Intent - Priyanka C C - Ref. No.: 9620056**

1 message

Priyanka Chandru <priyankachandru689@gmail.com>
To: anmoluk@pestrust.edu.in

Wed, Feb 5, 2020 at 1:48 PM

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

From: <careers@wipro.com>
Date: Tue, Jan 28, 2020, 8:48 PM
Subject: Letter of Intent - Priyanka C C - Ref. No.: 9620056
To: <priyankachandru689@gmail.com>
Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

January 28, 2020

Dear **Priyanka C C**,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

712

15,712/-
(*)

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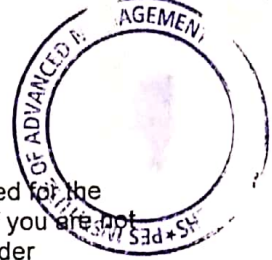
Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited


Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



Sunil Kalachar
General Manager - Talent Acquisition

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Anmol Uttarkarkiran <anmoluk@pestrust.edu.in>



Fwd: Letter of Intent - Rakshitha C - Ref. No.: 9620377

1 message

Rakshitha C <rakshitha22rakshi@gmail.com>
To: anmoluk@pestrust.edu.in

Wed, Feb 5, 2020 at 1:50 PM

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

From: <careers@wipro.com>
Date: Tue, Jan 28, 2020, 8:33 PM
Subject: Letter of Intent - Rakshitha C - Ref. No.: 9620377
To: <rakshitha22rakshi@gmail.com>
Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

January 28, 2020

Dear **Rakshitha C,**

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

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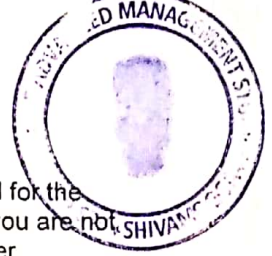
Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**


Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



Sunil Kalachar
General Manager - Talent Acquisition

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Anmol Uttarkarkiran <anmoluk@pestrust.edu.in>



Fwd: Letter of Intent - Sakshi Jain - Ref. No.: 9602232

1 message

Sakshi Jain <gulechasakshi1511@gmail.com>
To: anmoluk@pestrust.edu.in

Wed, Feb 5, 2020 at 1:49 PM

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

From: <careers@wipro.com>
Date: Tue, 28 Jan 2020, 20:30
Subject: Letter of Intent - Sakshi Jain - Ref. No.: 9602232
To: <gulechasakshi1511@gmail.com>
Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

January 28, 2020

Dear Sakshi Jain,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

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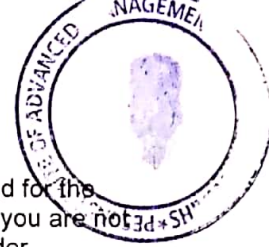
Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited


Principal

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NH 206, Sagar Road
SHIVAMOGGA-577 204.



Sunil Kalachar
General Manager - Talent Acquisition

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NH 206, Sagar Road
SHIVAMOGGA-577 204.



Anmol Uttarkarkiran <anmoluk@pestrust.edu.in>

**Fwd: Letter of Intent - Suchitha Sharol - Ref. No.: 9597594**

1 message

Suchitha Sharol <suchithasharol@gmail.com>
To: anmoluk@pestrust.edu.in

Wed, Feb 5, 2020 at 2:21 PM

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

From: <careers@wipro.com>
Date: Tue, Jan 28, 2020, 8:18 PM
Subject: Letter of Intent - Suchitha Sharol - Ref. No.: 9597594
To: <suchithasharol@gmail.com>
Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

January 28, 2020

Dear **Suchitha Sharol,**

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASEWIMS** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

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Yours sincerely,

For **Wipro Limited**


Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



Sunil Kalachar
General Manager - Talent Acquisition

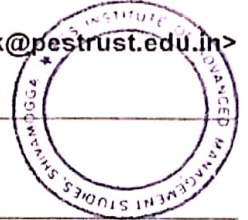
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NH 206, Sagar Road
SHIVAMOGGA-577 204.



Anmol Uttarkarkiran <anmoluk@pestrust.edu.in>

**Fwd: Letter of Intent - Sumukha M N - Ref. No.: 9617685**

1 message

Sumukha Bharadwaj <sumukhabharadwaj666@gmail.com>
To: anmoluk@pestrust.edu.in

Wed, Feb 5, 2020 at 1:54 PM

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

From: <careers@wipro.com>

Date: Tue, 28 Jan 2020, 8:31 pm

Subject: Letter of Intent - Sumukha M N - Ref. No.: 9617685

To: <Sumukhabharadwaj666@gmail.com>

Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

January 28, 2020

Dear Sumukha M N,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASEWIMS** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

712

15,712/-
(*)

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Yours sincerely,

For Wipro Limited


Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



Sunil Kalachar
General Manager - Talent Acquisition

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Principal

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NH 20G, Sagar Road
SHIVAMOGGA-577 204.



Anmol Uttarkarkiran <anmoluk@pestrust.edu.in>

**Fwd: Letter of Intent - Suraj R H - Ref. No.: 9637149**

1 message

Suraj R hittlemane <surajrhsuri45@gmail.com>
 To: anmoluk@pestrust.edu.in

Wed, Feb 5, 2020 at 2:06 PM

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

From: <careers@wipro.com>
 Date: Tue 28 Jan, 2020, 8:11 PM
 Subject: Letter of Intent - Suraj R H - Ref. No.: 9637149
 To: <surajrhsuri45@gmail.com>
 Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

January 28, 2020

Dear Suraj R H,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

712 15,712/- (*)

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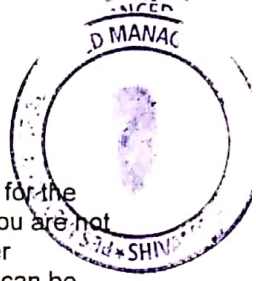
Yours sincerely,

For Wipro Limited

Principal

PES Institute of Advanced Management Studies
 NH 206, Sagar Road

SHIVAMOGGA-577-304



Sunil Kalachar
General Manager - Talent Acquisition

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Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



Anmol Uttarkarkiran <anmoluk@pestrust.edu.in>

**Fwd: Letter of Intent - Naveenkumar Ss - Ref. No.: 9604656**

1 message

naveenkumar ss <naveenss314@gmail.com>
To: anmoluk@pestrust.edu.in

Wed, Feb 5, 2020 at 4:46 PM

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

From: <careers@wipro.com>
Date: 28-Jan-2020 8:36 pm
Subject: Letter of Intent - Naveenkumar Ss - Ref. No.: 9604656
To: <naveenss314@gmail.com>
Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

January 28, 2020

Dear Naveenkumar Ss,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

712 15,712/-
(*)

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Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Talent Acquisition

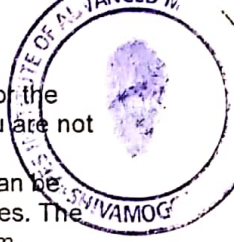
Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.

06/02/2020

PESITM, Shivamogga Mail - Fwd: Letter of Intent - Naveenkumar Ss - Ref. No.: 9604656

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Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



Anmol Uttarkarkiran <anmoluk@pestrust.edu.in>

**Fwd: Letter of Intent - Pallavi Naik - Ref. No.: 9609748**

1 message

Pallavi Naik <pallavinaik7727@gmail.com>
To: anmoluk@pestrust.edu.in

Wed, Feb 5, 2020 at 1:47 PM

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

From: <careers@wipro.com>
Date: Tue, Jan 28, 2020, 9:02 PM
Subject: Letter of Intent - Pallavi Naik - Ref. No.: 9609748
To: <pallavinaik7727@gmail.com>
Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

January 28, 2020

Dear **Pallavi Naik**,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

712 15,712/- (*)

Period	Scholarship	ESI	Consolidated Scholarship* (INR pm)
First Year	15000		

Second Year	17000	810	17,810/- (*)
Third Year	19000	910	19,910/- (*)
Fourth Year	23000	0	23,000/- (*)

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us. Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days.

Your communication of interest is a precondition to the issuance of the offer of appointment.

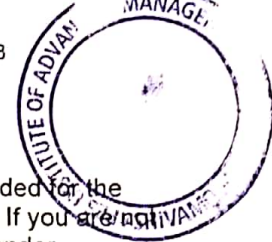
Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited


Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



Sunil Kalachar
General Manager - Talent Acquisition

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. **WARNING:** Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com

Principal

PES Institute of Advanced Management
NH 206, Sagar Road
SHIVAMOGGA-577 204.



Aradhya's Brilliance Centre

for java & testing
.....Leaders in Technology Training



Ref. Subject: Offer

Date..05/07/2019

Dear PAUL SHREYAS :

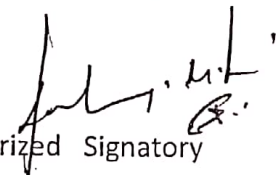
Congratulations on getting selected to ABC group. On behalf of ABC group, we are pleased to offer you the position of "ABC Trainee". You are informed to join the training at ABC group as a member of CSR batch commencing from JUNE/JULY -2020.

The duration of the training would be 100 days and you will be trained on "ABC's UNIFIED COURSE".

You would be eligible to attend all the ABC placement drives that you are eligible for during the course and continue to attend the drives even after course completion up to June 2022. There would not be any limitations enforced on the number of drives you can attend until you get placed.

This offer would be valid if you are reporting specified date, time and venue which will be sent via mail in the month of May -2020

Please indicate your acceptance of this offer under the terms described above by returning a signed and dated copy of this letter.


Authorized Signatory

I accept this offer described above under the terms and conditions set forth in this offer.

PAUL SHREYAS BC170966 05/07/2019
NAME USN Date


Student Signature


Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.

VJAYANAGAR : No. 1133/B, 1st & 2nd Floor, 30 Ft. Service Road, Hampinagar, Vijayanagar, Bangalore - 560 040. Karnataka. INDIA.
(Head Office) (Opp. to Bunt's Sangh & Attiguppe Metro Station, Adjacent to Sharavathi Nursing Home. Phone : +91 96200 20502

BTM LAYOUT : No. 73, 2nd & 3rd Floor, Bank Officers / Officials Colony, HBCS, BTM Layout, Bangalore. Phone : +91 96200 20802

website : www.abcforjava.org Facebook : ABC for Java and Testing



Aradhya's Brilliance Centre

for java & testing

.....Leaders in Technology Training



Ref. Subject: Offer

Date..05/07/2019

Dear POORVIKA K V :

Congratulations on getting selected to ABC group. On behalf of ABC group, we are pleased to offer you the position of "ABC Trainee". You are informed to join the training at ABC group as a member of CSR batch commencing from JUNE/JULY -2020.

The duration of the training would be 100 days and you will be trained on "ABC's UNIFIED COURSE".

You would be eligible to attend all the ABC placement drives that you are eligible for during the course and continue to attend the drives even after course completion up to June 2022. There would not be any limitations enforced on the number of drives you can attend until you get placed.

This offer would be valid if you are reporting specified date, time and venue which will be sent via mail in the month of May -2020


Please indicate your acceptance of this offer under the terms described above by returning a signed and dated copy of this letter.


Authorized Signatory

I accept this offer described above under the terms and conditions set forth in this offer.

POORVIKA, K.V. BC170963 05/07/2019
NAME USN Date


Student Signature


Principal
PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



Aradhya's Brilliance Centre

for java & testing
.....Leaders in Technology Training



Ref. Subject: Offer

Date...05/07/2019

Dear NIKHIL A R:

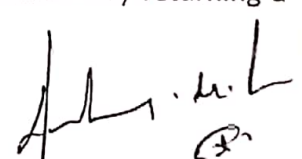
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This offer would be valid if you are reporting specified date, time and venue which will be sent via mail in the month of May -2020


Please indicate your acceptance of this offer under the terms described above by returning a signed and dated copy of this letter.


Authorized Signatory

I accept this offer described above under the terms and conditions set forth in this offer.

NIKHIL A R BC170954 05/07/2019
NAME USN Date

Student Signature


Principal
PES Institute of Advanced Management Stu
NH 206, Sagar Road
SHIVAMOGGA-577 204.

VJAYANAGAR : No. 1133/B, 1st & 2nd Floor, 30 Ft. Service Road, Hampinagar, Vijayanagar, Bangalore - 560 040. Karnataka. INDIA.
(Head Office) (Opp. to Bunt's Sangh & Attiguppe Metro Station, Adjacent to Sharavathi Nursing Home. Phone : +91 96200 20502
BTM LAYOUT : No. 73, 2nd & 3rd Floor, Bank Officers / Officials Colony, HBCS, BTM Layout, Bangalore. Phone : +91 96200 20802
website : www.abcforjava.org Facebook : ABC for Java and Testing



19-20

Offer: Computer Consultancy
Ref: TCSL/DT20195888592/Bangalore
Date: 03/01/2020



Mr. Akash M
#47 Sepani Behind,
Sepani Sawmill,
Chickmangalur-577101,
Karnataka.
Tel# -7975120413

Dear Akash M,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be ₹1,93,158/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹7,100/- per month.

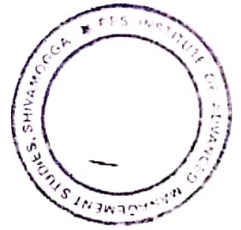
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TCSL/DT20195888592

TATA CONSULTANCY SERVICES

VYDEHI BLDG BLOCK, B2, EPIP Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com


Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



Offer: Computer Consultancy
Ref: TCSL/DT20195885450/Bangalore
Date: 03/01/2020

Ms. Ananya B Shetty
Door No:305,Block No:27,Police QuatresMachenahalli,
Kmf Diary,
Shivamogga-577222,
Karnataka.
Tel# 91-9481654115

Dear Ananya B Shetty,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,93,158/-** per annum, as per the terms and conditions set out herein.

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You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,100/-** per month.

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TCSL/DT20195885450

TATA CONSULTANCY SERVICES

VYDEHI, RC 1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com


Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



Offer: Computer Consultancy
Ref: TCSL/DT20195888643/Bangalore
Date: 03/01/2020

Ms. **Chaitra U Bilagi**
#45/3Bapuji Nagar,
Beo Office,
Shimoga-577201,
Karnataka.
Tel# -

Dear Chaitra U Bilagi,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,93,158/-** per annum, as per the terms and conditions set out herein.

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You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,100/-** per month.

TCS Confidential
TCSL/DT20195888643

TATA CONSULTANCY SERVICES

VYDEHI, RC 1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 284 2009 Fax: 91 80 2841 0114 Website: www.tcs.com
TCS Building, 9th Floor, Nariman Point, Mumbai 400 021
Email: careers@tcs.com or tcs@tcs.com

Principal

PES Institute of Advanced Management Studies
NH 205, Sagar Road
SHIVAMOGGA-577 204.



Offer: Computer Consultancy
Ref: TCSSL/DT20195888605/Bangalore
Date: 03/01/2020

Ms. **Deepika G N**
Idk9/BHutha Colony,
Bhadravathi,
Bhadravathi-577301,
Karnataka.
Tel# -8722555953

Dear Deepika G N,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,93,158/-** per annum, as per the terms and conditions set out herein.

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COMPENSATION AND BENEFITS

BASIC SALARY

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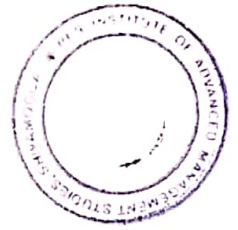
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NH 206, Sagar Road
SHIVAMOGGA-577 204.

TATA CONSULTANCY SERVICES

Head Office: TCS Building, 101B, Whitefield, Bangalore-560 066 India
TCS Office: TCS Building, 9th Floor, Nariman Point, Mumbai-400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



Offer: Computer Consultancy
Ref: TC SL/DT20195888579/Bangalore
Date: 03/01/2020

Mr. **Shoaib Khan**
S/O Sabir Khan Azad Nagar,
Noorain Mazid,
Shimoga-577201,
Karnataka.
Tel# -

Dear Shoaib Khan,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be ₹1,93,158/- per annum, as per the terms and conditions set out herein.

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You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹7,100/- per month.

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TC SL/DT20195888579

Principal

PCS Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204

TATA CONSULTANCY SERVICES

TCS is a leading IT services and consulting organization. We are looking for graduates who are interested in a career in IT. For more information, visit our website at www.tcs.com.
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TCS is a leading IT services and consulting organization. We are looking for graduates who are interested in a career in IT. For more information, visit our website at www.tcs.com.



Offer: Computer Consultancy
Ref: TCSL/DT20195888662/Bangalore
Date: 13/01/2020

Mr. **Naveenkumar S S**
10 Sri Chamundeshwari NilayaGopishettykoppa,
Gopala,
Shivamogga-577205,
Karnataka.
Tel# -8147683901

Dear Naveenkumar S S,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,93,158/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

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You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,100/-** per month.

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TCSL/DT20195888662

Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.

TATA CONSULTANCY SERVICES

OPERATIONAL BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Regional Office: Narval Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers: 1800 109 3111 Email: careers@tcs.com

digit

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PRIVATE AND CONFIDENTIAL

Date: 17 Nov 2020

Namratha SD

OFFER LETTER

Dear Namratha,

Subsequent to your meetings with us at Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

- 1.1 You shall be appointed to the position of **Junior Consultant - Customer Happiness** and will be located at **Bangalore**.
- 1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 250,000/-** (Rupees Two Lac Fifty Thousand Only). Detailed CTC breakup is enclosed with this letter.
- 1.3 Your Gross Annual Compensation will include a performance-linked variable of **15.00%** subject to achievement of pre-defined targets.
- 1.4 You shall be required to work for at least 6 days in a week in shifts and on rotation basis. The shift timing can be as per the roaster assigned by the company between 12:00 midnight to 11:59pm. The shift will be of 9 hours including one-hour lunch. You shall be entitled for 1 day rotational weekly off, which may or may not be a Saturday or Sunday and would depend on the work schedule assigned to you by the company. You may be required to work overtime occasionally (including on weekly off), depending on the work exigency.
- 1.5 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's code of conduct, policies and procedures and the Appointment Letter.
- 1.6 Your employment with the Company is subject to:
 - (a) The accuracy of the testimonials and information provided by you; and,
 - (b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 working days.


Principal

Go Digit General Insurance Limited (formerly known as Oben General Insurance Limited) | Phone: **080 6761 5454** | PES Institute of Advanced Management Studies
Koramangala Industrial Layout, Koramangala, Bengaluru, Karnataka 560 034 | CIN: U66010PN160167110 | NH 206, Sagar Road

Website: www.godigit.com

Boardline: 080 6761 5454

SHIVAMOGGA-577 204
Fax: 080 6761 5400

digit

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1.7 At any time, the contract may be terminated by either party by giving 30 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.8 On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is subject to successful verification of all documents submitted by you and your background verification by the Company.

You agree and authorise the Company to obtain investigative employment verification report(s) either by itself or through the Company engaged third party service provider(s) in connection with your employment. You also agree and consent to give an authorization in writing in this regard, in the format prescribed by the Company.

As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us.

We are excited at the prospect of having you join us and look forward to a rewarding association

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
Head – Human Resources

Namratha SD

Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.

Go Digit General Insurance Limited (formerly known as Oben General Insurance Limited) | PE
Koramangala Industrial Layout, Koramangala, Bengaluru, Karnataka 560 034 | CIN U66010PN2016

Website www.godigit.com

Boardline 080 6761 5454

Fax 080 6761 5400

**Annexure A
Compensation Entitlement Sheet**

	Monthly	Annual
Basic Salary	6198	74376
HRA	2479	29748
Education Allowance	200	2400
LTA	516	6192
Statutory Bonus	516	6192
Special Allowance	5210	62524
Gross Salary	15119	181432
Employer Contributions		
EPF	1800	21600
ESI	491	5892
Gratuity	298	3576
Fixed Compensation	17708	212500
Variable Pay	3125 ***	37500
Annual Cost to Company		250000

Deductions:		
EPF	1800	21600
ESIC	113	1356
PT Deduction	200	2500
Net Pay	16131 ***	155976

*TDS deduction is subject to taxable income

** Variable Pay will be paid on monthly basis if eligible and can go upto 200% basis performance and this will lead to change in net pay as well.

*** Increment is done after the end of a Financial Year. Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
Head – Human Resources

Namratha SD

Principal

Go Digit General Insurance Limited (formerly known as Oban General Insurance Limited) | Pioneer Atlantis, 94 Shivamogga Road, Shivamogga, Karnataka 577 204 | CIN U66010DN2016000157

Website www.godigit.com

Boardline 080 6761 5454

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.

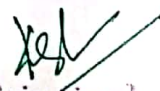
Offer LetterName: **Pavan Dhananjayan**

Date: Tuesday, September 29, 2020

Dear Mr. Pavan Dhananjayan,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("Company"), on the following terms and conditions:

- Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, October 6, 2020**. Your work location would be **Mangalore / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.
- Term:** The term of this Agreement would be for a period of 2 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 11 of this Agreement.
- Background Check:** The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).
- Offer of permanent position:** It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be


PrincipalPES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204

Page 1 of 6



done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

5. Department, Designation & Reporting Manager:

Department : Business Development (51000000)
Designation : Business Development Trainee - Sales
Reporting Manager : Rahul Raj (TNL201605108)
Role Location : Mangalore / Bangalore
BDT Training Location : Byjus - Bangalore

The two months training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.


6. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your 2 months training period.

7. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- Provident Fund;
- Income tax deducted at source at the rates applicable;
- Employment / professional taxes;
- Dues to Company including loans and advances; or
- Any other applicable statutory deductions

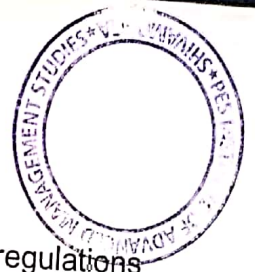
The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

8. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.


Principal

Page 2 of 6

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SHIVAMOGGA-577 204.



Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

10. **Leaves:** You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

11. **Absence from duty:** When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 4 days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

12. **Termination:** Subject to Clause 2, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door

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and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

13. **Confidential Information:** As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

14. **Intellectual Property Rights:** All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

15. **Indemnity:** You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

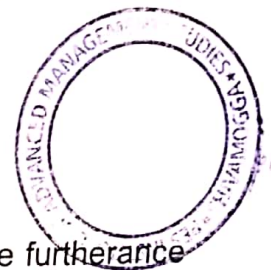
- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

16. **General Provisions:**


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- a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.
- b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.
- c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.
- d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.
- e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.
- f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.
- g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.
- h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.
- i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.
- j. All disputes arising herein shall be governed by the laws of India and the jurisdiction


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to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka.

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. 3 Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

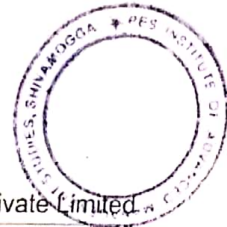
Signature:

This is system generated offer letter and does not require authorized signature.


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Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India
Ph. : +91-120-4175300

Date : 20-Jun-2020
Name : Syeda Sunain Kousar
Location : Karnataka,
Address : 20th Cross, RML Nagar, , Shimoga, Karnataka - 577205

Dear Syeda,

Subject : Letter of Internship

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **22-Jun-2020**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/OTQwNjU1MTY=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead !

Sincerely,

HR Department

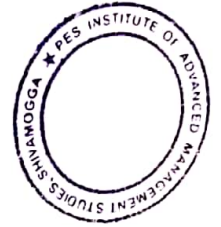
I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **22-Jun-2020**.

Accepted

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Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110005
Ph. : +91-011-40392333 / Fax : +91-011-23733114 / CIN : U80900DL2015FTC283323 / www.extramarks.com



Date:- 06-Feb-20

Subject: Expression of Interest - Campus

Dear Syeda Sunain Kousar,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of Advisor, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.

2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice.

Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

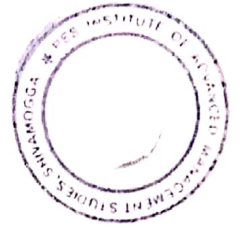
Concentrix Hiring Team


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CNX/REC/ART/AGHR/EOI/5.0



Offer Letter

Name: **Vaishali Gb**

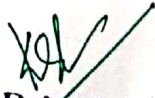
Date: Monday, November 9, 2020

Dear Ms. Vaishali Gb,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("Company"), on the following terms and conditions:

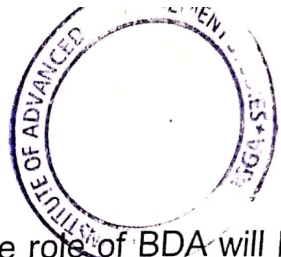
- Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than Tuesday, November 17, 2020. Your work location would be Bangalore - IBC Knowledgepark / Bangalore or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.
- Term:** The term of this Agreement would be for a period of 2 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 11 of this Agreement.
- Background Check:** The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).
- Offer of permanent position:** It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the

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Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

5. Department, Designation & Reporting Manager:

Department : Business Development (51000000)
Designation : Business Development Trainee - Sales
Reporting Manager : Rahul Raj (TNL201605108)
Role Location : Bangalore - IBC Knowledgepark / Bangalore
BDT Training Location : Byjus - Bangalore

The two months training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

6. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your 2 months training period.


7. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

8. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared

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with you on joining.

9. **Company Policies:** You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

10. **Leaves:** You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

11. **Absence from duty:** When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 4 days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

12. **Termination:** Subject to Clause 2, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement,


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forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

13. **Confidential Information:** As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

14. **Intellectual Property Rights:** All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

15. **Indemnity:** You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.



by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka.

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. 3 Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

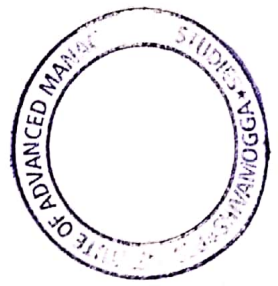
Accept Job Offer by signing below

Signature:


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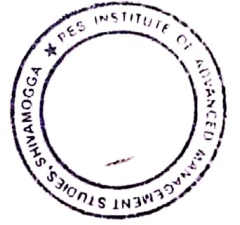


16. General Provisions:

- a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.
- b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.
- c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.
- d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.
- e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.
- f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.
- g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.
- h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.
- i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed

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Offer Letter

Name: **Veena R**


Date: Wednesday, November 18, 2020

Dear Ms. Veena R,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("Company"), on the following terms and conditions:

- Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, November 24, 2020**. Your work location would be **Bangalore - Lexington / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.
- Term:** The term of this Agreement would be for a period of 2 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 11 of this Agreement.
- Background Check:** The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).
- Offer of permanent position:** It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be

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done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

5. Department, Designation & Reporting Manager:

Department : Business Development (51000000)
 Designation : Business Development Trainee - Sales
 Reporting Manager : Rahul Raj (TNL201605108)
 Role Location : Bangalore - Lexington / Bangalore
 BDT Training Location : Byjus - Bangalore

The two months training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

6. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your 2 months training period.

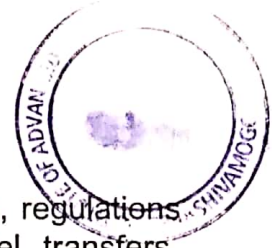
7. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

8. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.


Principal



9. **Company Policies:** You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

10. **Leaves:** You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

11. **Absence from duty:** When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 4 days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

12. **Termination:** Subject to Clause 2, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door


Principal

Page 3 of 6

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

13. **Confidential Information:** As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

14. **Intellectual Property Rights:** All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

15. **Indemnity:** You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

16. **General Provisions:**


Principal

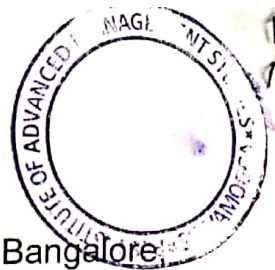
Page 4 of 6

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



- a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.
- b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.
- c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.
- d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.
- e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.
- f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.
- g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.
- h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.
- i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.
- j. All disputes arising herein shall be governed by the laws of India and the jurisdiction


Principal



to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka.

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. 3 Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature:

This is system generated offer letter and does not require authorized signature.


Principal

Page 6 of 6



Average percentage of placement of outgoing students during the last five years

Placement details - 2018-2019

Sl. No.	Student Name	Program Graduated from	Name of the Employer
1	ASHA H.D	BCA	Wipro
2	CHAITRASHREE T.T	BCA	Wipro
3	HARISH B N	BCA	Wipro
4	NAYANA P	BCA	Wipro
5	POOJA G	BCA	Wipro
6	SUKRUTHA R	BCA	Wipro
7	VICKY S K	BCA	Wipro
8	ASHRITH B C	BCA	Mphasis
9	JOYLINE MACHADO	BCA	Mphasis
10	MILMA AISHWARYA J	BCA	Mphasis
11	MONIKA N	BCA	Mphasis
12	VARSHA V	BCA	Mphasis
13	ANUSHA SATHISH BHAT	BCA	Qspiders
14	GEETHA C	BCA	Qspiders
15	JOYLINE MACHADO	BCA	Qspiders
16	SHREELAKSHMI N S	BCA	Qspiders
17	CLINTON U PETER	BCA	Extramarks Education India Pvt. Ltd
18	HARSHITHA S	BCA	Extramarks Education India Pvt. Ltd
19	JANET SUHASINI SOANS	BCA	Extramarks Education India Pvt. Ltd
20	PRATHIKSHA P S	BCA	Extramarks Education India Pvt. Ltd
21	SHYAM KUMAR P S	BCA	Extramarks Education India Pvt. Ltd
22	AMRUTHA B	BCA	TCS
23	ASHWIL D SOUZA	BBA	Mphasis
24	JOYAL JOY	BBA	Mphasis
25	MOHAMMED IMRAN	BBA	Mphasis
26	SAMREEN FATHIMA	BBA	Mphasis
27	SIMRAN PARVEEN	BBA	Mphasis
28	SMARAN S C	BBA	Mphasis
29	NANDAN D	BBA	Gallagher
30	SAYED ZEB A HYDER	BBA	Gallagher
31	NISARGA S M	BBA	Extramarks Education India Pvt. Ltd

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32	NITHIN R	BBA	Extramarks Education India Pvt. Ltd
33	MOHAMMED IHASAAN	B.Com	Mphasis
34	TOM SHAJU MANJALY	B.Com	Mphasis
35	YASHWANTH S S	B.Com	Mphasis
36	AISHWARYA K	B.Com	Mphasis
37	AASIYA	B.Com	Perfios
38	PRERANA JAIN	B.Com	Extramarks Education India Pvt. Ltd
39	SACHIN S K	B.Com	Extramarks Education India Pvt. Ltd



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NH 206, Sagar Road

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Anmol Uttarkarkiran <anmoluk@pestrust.edu.in>



Fwd: Letter of Intent - Asha H D - Ref. No.: 8621571

1 message

Asha h.gowda <ashahgowda99@gmail.com>
To: anmoluk@pestrust.edu.in

Tue, Jan 22, 2019 at 8:01 PM

Hello sir, I'm Asha from Bca

Campus - Letter Of Intent

14-Jan-2019

Dear Asha H D,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

712

15,712/-
(*)

Period	Scholarship	ESI	Consolidated Scholarship* (INR pm)
First Year	15000		

Second Year	17000	810	17,810/- (*)
Third Year	19000	910	19,910/- (*)
Fourth Year	23000	0	23,000/- (*)

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by accepting the contents of this communication. Your communication of interest is a precondition to the issuance offer of appointment.

Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Talent Acquisition

Principal

PES Institute of Advanced Management Studies

NH 206, Sagar Road
Shivamogga - 577 204.

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com



Anmol Uttarkarkiran <anmoluk@pestrust.edu.in>



Fwd: Letter of Intent - CHAITRASHREE T T - Ref. No.: 8622721

1 message

Tue, Jan 22, 2019 at 8:00 PM

chaitrashreett <chaitrashreett@gmail.com>
To: anmoluk@pestrust.edu.in

Sent from my Samsung Galaxy smartphone.

----- Original message -----

From: careers@wipro.com

Date: 14/01/2019 7:35 p.m. (GMT+05:30)

To: Chaitrashreett@gmail.com

Subject: Letter of Intent - CHAITRASHREE T T - Ref. No.: 8622721

Campus - Letter Of Intent

14-Jan-2019

Dear CHAITRASHREE T T,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Trainee - Computer Applications which will be in Career Band WASE/WIMS of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Period	Scholarship	ESI	Consolidated Scholarship* (INR pm)
First Year	15000	712	15,712/- (*)
Second Year	17000	810	17,810/- (*)
Third Year	19000	910	19,910/- (*)
Fourth Year	23000	0	23,000/- (*)

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by accepting the contents of this communication. Your communication of interest is a precondition to the issuance offer of appointment.

Yours sincerely,

For Wipro Limited
Sunil Kalachar

General Manager - Talent Acquisition

Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



Anmol Uttarkarkiran <anmoluk@pestrust.edu.in>

**Fwd: Letter of Intent - Harish B N - Ref. No.: 8626268**

1 message

Harish Gowda <harishgowda4643@gmail.com>
To: anmoluk@pestrust.edu.in

Tue, Jan 22, 2019 at 7:56 PM

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

From: <careers@wipro.com>

Date: Mon, 14 Jan, 2019, 7:35 PM

Subject: Letter of Intent - Harish B N - Ref. No.: 8626268

To: <harishgowda4643@gmail.com>

Campus - Letter Of Intent

14-Jan-2019

Dear Harish B N,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

712

15,712/-
(*)

Period	Scholarship	Consolidated Scholarship* (LNR pm)
First Year	15000	

Second Year	17000	810	17,810/- (*)
Third Year	19000	910	19,910/- (*)
Fourth Year	23000	0	23,000/- (*)

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by accepting the contents of this communication. Your communication of interest is a precondition to the issuance offer of appointment.

Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Talent Acquisition

Principal

PES Institute of Advanced Management Studies
M.H. 206, Sagar Road



Anmol Uttarkarkiran <anmoluk@pestrust.edu.in>



Fwd: Letter of Intent - NAYANA P - Ref. No.: 8623308

1 message

Nayana Neethu <nayananeethu98@gmail.com>
To: anmoluk@pestrust.edu.in

Tue, Jan 22, 2019 at 7:56 PM

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

From: <careers@wipro.com>
Date: Jan 14, 2019 7:36 PM
Subject: Letter of Intent - NAYANA P - Ref. No.: 8623308
To: <nayananeethu98@gmail.com>
Cc:

Campus - Letter Of Intent

14-Jan-2019

Dear NAYANA P,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

712

15,712/-
(*)

Period	Scholarship	ESI	Consolidated Scholarship* (INR pm)
First Year	15000		

Second Year	17000	810	17,810/- (*)
Third Year	19000	910	19,910/- (*)
Fourth Year	23000	0	23,000/- (*)

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by accepting the contents of this communication. Your communication of interest is a precondition to the issuance offer of appointment.

Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Talent Acquisition


Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577204

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Anmol Uttarkarkiran <anmoluk@pestrust.edu.in>



Fwd: Letter of Intent - POOJA G - Ref. No.: 8620319

1 message

Pooja Hegde <poojahegde8184@gmail.com>
To: anmoluk@pestrust.edu.in

Tue, Jan 22, 2019 at 7:57 PM

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

From: <careers@wipro.com>
Date: Mon 14 Jan, 2019, 7:36 PM
Subject: Letter of Intent - POOJA G - Ref. No.: 8620319
To: <poojahegde8184@gmail.com>

Campus - Letter Of Intent

14-Jan-2019

Dear **POOJA G,**

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

712 15,712/-
(*)

Period	Scholarship	ESI	Consolidated Scholarship* (TNR pm)
First Year	15000		

Second Year	17000	810	17,810/- (*)
Third Year	19000	910	19,910/- (*)
Fourth Year	23000	0	23,000/- (*)

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by accepting the contents of this communication. Your communication of interest is a precondition to the issuance offer of appointment.

Yours sincerely,

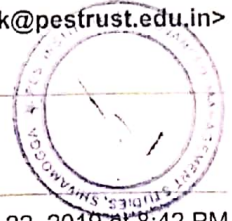
For Wipro Limited
Sunil Kalachar
General Manager - Talent Acquisition

[Signature]
Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road



Anmol Uttarkarkiran <anmoluk@pestrust.edu.in>



Fwd: Letter of Intent - SUKRUTHA R - Ref. No.: 8625645

1 message

sukrutha bhatt <sukruthabhatter1230@gmail.com>
To: anmoluk@pestrust.edu.in

Tue, Jan 22, 2019 at 8:42 PM

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

From: <careers@wipro.com>
Date: Jan 14, 2019 7:35 PM
Subject: Letter of Intent - SUKRUTHA R - Ref. No.: 8625645
To: <sukruthabhatter1230@gmail.com>
Cc:

Campus - Letter Of Intent

14-Jan-2019

Dear **SUKRUTHA R,**

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

712 15,712/-
(*)

Year	Salary	Gr	Consolidated Salary (Gr + DA + PF)
First Year	15000		

Second Year	17000	810	17,810/- (*)
Third Year	19000	910	19,910/- (*)
Fourth Year	23000	0	23,000/- (*)

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by accepting the contents of this communication. Your communication of interest is a precondition to the issuance offer of appointment.

Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Talent Acquisition


Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA - 577 204.

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not

Dear Ashwini BC

Congratulations on clearing the preliminary interview. We would like to extend you a conditional offer for an appropriate position at Mphasis Ltd. Details of the offer for the said position is enumerated below:

You will be offered the position of Trainee TPO/Ina Voice in Band 5, Level 1 with Mphasis BPO at a CTC of INR ₹ 24,000/-

As you are currently in your last semester and are gearing up to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith letter of intent. It is contingent upon:

1. Your clearance of all back papers if any before joining Mphasis.
2. Your satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
3. Your clearance of a Typing Test as defined by client, conducted prior to joining

Your joining date will be communicated after you clear the above conditions. We urge you to keep tab of mails which will be sent to your registered mail ID from Mphasis on a regular basis.

We look forward to welcoming you to Mphasis at Bangalore. Should you need any further information, write to hiringatcampus@mphasis.com

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason, for business contingencies.

Mphasis intends to onboard anytime from now until Mar 2020.

Yours Sincerely

For Mphasis



HR - Campus Hiring


Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.

Contact Us:

T : +91 080 6750 1000

F : +91 080 6695 9943

E : investor.relations@mphasis.com

www.mphasis.com

Mphasis Limited

Registered Office:

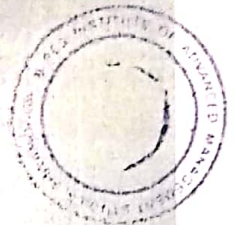
Bagmane World Technology Centre,
Marathahalli Outer Ring Road, Doddanakun
Mahadevapura, Bangalore 560 048, India

CIN: L30007KA1992PLC025294



Mphasis

The Next Applied



Dear Jaylene Machado

Congratulations on clearing the preliminary interview. We would like to extend you a conditional offer for an appropriate position at Mphasis Ltd. Details of the offer for the said position is enumerated below:

You will be offered the position of Trainee TPO / non V.O.C. in Band 5, Level 1 with Mphasis BPO at a CTC of INR 6,74,000/-

As you are currently in your last semester and are gearing up to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith letter of intent. It is contingent upon:

1. Your clearance of all back papers if any before joining Mphasis.
2. Your satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
3. Your clearance of a Typing Test as defined by client, conducted prior to joining

Your joining date will be communicated after you clear the above conditions. We urge you to keep tabs of mails which will be sent to your registered mail ID from Mphasis on a regular basis.

We look forward to welcoming you to Mphasis at Bangalore. Should you need any further information, write to hringatecampus@mphasis.com

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason, for business contingencies.

Mphasis intends to onboard anytime from now until Mar 2020.

Yours Sincerely

For Mphasis

HR - Campus Hiring

Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-597 204.

Contact us:
T : +91 080 6750 1000
F : +91 080 6693 9343
E : investorrelations@mphasis.com

www.mphasis.com

Mphasis Limited
Registered Office:
Bagmane World Technology Centre,
Marathahalli Outer Ring Road, Doddanakundi Village,
Mahadevapura, Bangalore 560 048, India
CIN: L30007KA1992PLC025294



Mphasis

The Next Applied

Dear KP/ma Apshwarya J

Congratulations on clearing the preliminary interview. We would like to extend you a conditional offer for an appropriate position at Mphasis Ltd. Details of the offer for the said position is enumerated below:

You will be offered the position of Trainee TPO / non Voice in Band 5, Level 1 with Mphasis BPO at a CTC of INR 1,74,000

As you are currently in your last semester and are gearing up to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith letter of intent. It is contingent upon:

1. Your clearance of all back papers if any before joining Mphasis.
2. Your satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
3. Your clearance of a Typing Test as defined by client, conducted prior to joining

Your joining date will be communicated after you clear the above conditions. We urge you to keep tab of mails which will be sent to your registered mail ID from Mphasis on a regular basis.

We look forward to welcoming you to Mphasis at Bangalore. Should you need any further information, write to hiringatcampus@mphasis.com

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason, for business contingencies.

Mphasis intends to onboard anytime from now until Mar 2020.

Yours Sincerely

For Mphasis

HR – Campus Hiring

Contact Us:

T: +91 080 6750 1000

F: +91 080 6695 9943

E: investorrelations@mphasis.com

www.mphasis.com

Mphasis Limited

Registered Office:

Bagmane World Technology Centre,

Marathahalli Outer Ring Road, Doddanakundi Village,

Mahadevepura, Bangalore 560 043, India

CIN: L30007KA1992PLC025294


Principal

PES Institute of Advanced Management Studies

NH 206, Sagar Road

SHIVAMOGGA-577 204.

Dear Moulika N

Congratulations on clearing the preliminary interview. We would like to extend you a conditional offer for an appropriate position at Mphasis Ltd. Details of the offer for the said position is enumerated below.

You will be offered the position of Trainee TPO / Java Developer in Band 5, Level 1 with Mphasis BPO at a CTC of INR 1,34,000/-

As you are currently in your last semester and are gearing up to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APAC, EMEA and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good faith letter of intent. It is contingent upon:

1. Your clearance of all back papers if any before joining Mphasis.
2. Your satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
3. Your clearance of a Typing Test as defined by client, conducted prior to joining.

Your joining date will be communicated after you clear the above conditions. We urge you to keep tab of mails which will be sent to your registered mail ID from Mphasis on a regular basis.

We look forward to welcoming you to **Mphasis** at Bangalore. Should you need any further information, write to hring@campus@mphasis.com

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason, for business contingencies.

Mphasis intends to onboard anytime from now until Mar 2020.


Yours Sincerely

For Mphasis

HR - Campus Hiring

Contact Us
T : +91 080 6750 1000
F : +91 080 6795 9943
E : investorrelations@mphasis.com

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Principal
PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.
Mphasis Limited
Registered Office:
Bagmane World Technology Centre,
Marathahalli Outer Ring Road, Doddanekundi Village,
Mahadevapura, Bangalore 560 048, India
CIN: L30101KA2009PL10020794

Dear Vaisha V

Congratulations on clearing the preliminary interview. We would like to extend you a conditional offer for an appropriate position at Mphasis Ltd. Details of the offer for the said position is enumerated below:

You will be offered the position of 'Trainee TPQ / User Voice' in Band 5, Level 1 with Mphasis BPO at a CTC of INR 1,74,000

As you are currently in your last semester and are gearing up to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith letter of intent. It is contingent upon:

1. Your clearance of all back papers if any before joining Mphasis.
2. Your satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
3. Your clearance of a Typing Test as defined by client, conducted prior to joining

Your joining date will be communicated after you clear the above conditions. We urge you to keep tab of mails which will be sent to your registered mail ID from Mphasis on a regular basis.

We look forward to welcoming you to Mphasis at Bangalore. Should you need any further information, write to hiringatcampus@mphasis.com

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason, for business contingencies.

Mphasis intends to onboard hires anytime from now until March 2020.

Yours Sincerely

For Mphasis

HR – Campus Hiring


Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.

Contact Us:

T : +91 080 6750 1000

F : +91 080 6695 9943

E : investor.relations@mphasis.com

www.mphasis.com

Mphasis Limited

Registered Office:

Bagmane World Technology Centre,

Marathahalli Outer Ring Road, Doddanakund Village,

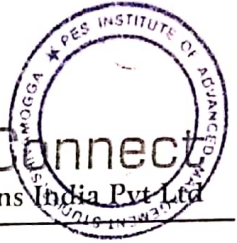
Mahadevapura, Bangalore 560 048, India

CIN: L30007KA1992PLC025294



Qspiders Campus

Qspiders Campus Connect
A Unit of Test Yantra Software Solutions India Pvt Ltd



CALL LETTER

Date: 29-03-19

Dear ANUSHA S BHAT,

We are happy to inform you that you have been shortlisted in our screening test. Training in our Incubation center starts from ^{3rd} ~~2nd~~ week June 2019. On the day of joining we would explain complete program with schedule in detail.

Note:


- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any of the interviews and placement activities conducted from our end.
- The training includes **Core JAVA, Manual Testing, SQL and Aptitude.**
- No other additional subjects/courses are included in this program.

Rules: Following are the rules for placement activity:

- You should have 90% of classroom and practical attendance/ sessions.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi).
- Complete the given assignments on time.
- Give everyday presentations.
- **Bring this offer letter on the first day along with all semester marks cards, 10th & 12th/ PUC and any Government ID proof document.**

**This letter is valid only for _____ 2019. If you come on any other date, free training will not be valid. You may have to pay fees and attend the training. **

Thanks & Regards,
QSpiders Campus Connect
Mb : 9972389548


Principal

USN No. BE160909
PES Institute of Advanced Management Studies
NH 206, Sagar Road

JSPIDERS BTM, Bangalore
SHIVAMOGGA-577 204.
9980600900 / 9980517008



Qspiders Campus

Qspiders Campus Connect
A Unit of Test Yantra Software Solutions India Pvt Ltd



CALL LETTER

Date: 29-03-19

Dear GEETHA C,

We are happy to inform you that you have been shortlisted in our screening test. Training in our Incubation center starts from 3rd week of June 2019. On the day of joining we would explain complete program with schedule in detail.

Note:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any of the interviews and placement activities conducted from our end.
- The training includes **Core JAVA, Manual Testing, SQL and Aptitude**.
- No other additional subjects/courses are included in this program.

Rules: Following are the rules for placement activity:

- You should have 90% of classroom and practical attendance/ sessions.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi).
- Complete the given assignments on time.
- Give everyday presentations.
- Bring this offer letter on the first day along with all semester marks cards, 10th & 12th/ PUC and any Government ID proof document.

**This letter is valid only for _____ 2019. If you come on any other date, free training will not be valid. You may have to pay fees and attend the training. **

Thanks & Regards,
Qspiders Campus Connect
Mb : 9972389548


Principal

PES Institute of Advanced Management Studies

USN No: BC160929
SHIVAMOGGA-577 204.

JSPIDERS BTM, Bangalore
9980600900 / 9980517008



Qspiders Campus

Qspiders Campus Connect
A Unit of Test Yantra Software Solutions India Pvt. Ltd



CALL LETTER

Date: 29-03-19

Dear **JOYLINE MACHADO**

We are happy to inform you that you have been shortlisted in our screening test. Training in our Incubation center starts from 3rd week June 2019. On the day of joining we would explain complete program with schedule in detail.

Note:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any of the interviews and placement activities conducted from our end.
- The training includes **Core JAVA, Manual Testing, SQL and Aptitude**.
- No other additional subjects/courses are included in this program.

Rules: Following are the rules for placement activity:

- You should have 90% of classroom and practical attendance/ sessions.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi).
- Complete the given assignments on time.
- Give everyday presentations.
- **Bring this offer letter on the first day along with all semester marks cards, 10th & 12th/ PUC and any Government ID proof document.**

**This letter is valid only for _____ 2019. If you come on any other date, free training will not be valid. You may have to pay fees and attend the training. **

Thanks & Regards,
QSpiders Campus Connect
Mb : 9972389548


Principal

PES Institute of Advanced Management Studies

NH 206, Sagar Road
USN No: BCE/160930
SHIVAMOGGA 577 204.

JSPIDERS BTM, Bangalore
9980600900 / 9980517008



Qspiders Campus

Qspiders Campus Connect
A Unit of Test Yantra Software Solutions India Pvt Ltd



CALL LETTER

Date: 29-03-19

Dear SHREELAKSHMI N S

We are happy to inform you that you have been shortlisted in our screening test. Training in our Incubation center starts from ^{2nd} week Jun 2019. On the day of joining we would explain complete program with schedule in detail.

Note:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any of the interviews and placement activities conducted from our end.
- The training includes **Core JAVA, Manual Testing, SQL and Aptitude.**
- No other additional subjects/courses are included in this program.

Rules: Following are the rules for placement activity:

- You should have 90% of classroom and practical attendance/ sessions.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi).
- Complete the given assignments on time.
- Give everyday presentations.
- Bring this offer letter on the first day along with all semester marks cards, 10th & 12th/ PUC and any Government ID proof document.

**This letter is valid only for _____ 2019. If you come on any other date, free training will not be valid. You may have to pay fees and attend the training. **

Thanks & Regards,
QSpiders Campus Connect
Mb : 9972389548


Principal

PES Institute of Advanced Management Studies

USN No: BC160622
SHIVAMOGGA-577 204.

JSPIDERS BTM, Bangalore
9980600900 / 9980517008



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 17-Jun-2019

Name : Clinton U Peter

Location : Karnataka,

Address : Bhagya Nilaya, New Mission Compound, Shivamogga - 577201 , Shivamogga, Karnataka - 577201

Dear Clinton U ,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **17-Jun-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/NTAzOTEIODY=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead !

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **17-Jun-2019**.

Accepted

Principal

PES Institute of Advanced Management Studies
New Delhi - 110091 Road
40 K.G. Marg, Connaught Place, New Delhi - 110029
www.extramarks.com



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 17-Jun-2019
Name : Harshitha S.
Location : Karnataka.
Address : KHB 48/A, Golden Jubli Bhadravathi - 577031 , Bhadravathi, Karnataka - 577031

Dear Harshitha S.,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **17-Jun-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

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We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead !

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **17-Jun-2019**.

Accepted

Principal

PES Institute of Advanced Management Studies

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.
Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 17-Jun-2019

Name : Janet Suhasini Soans

Location : Karnataka.

Address : Mathavillah, Opposite Kavitha Petrol Bunk, NGO's Layout, BH Road, Nidhige Post, Malavagopp, Shivamogga - 577201 , Shivamogga, Karnataka - 577201

Dear Janet Suhasini ,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **17-Jun-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

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Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **17-Jun-2019**.

Accepted

Principal

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Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India
Ph. : +91-120-4175300

Date : 17-Jun-2019
Name : Prathiksha P.S.
Location : Karnataka,
Address : Guru Ratna Nivasa, All Arim Layout, Behind DCC Bank, Gopala, Shivamogga, Shivamogga, Karnataka - 577201

Dear Prathiksha P.S.,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **17-Jun-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

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Sincerely,

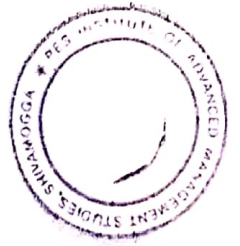
HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **17-Jun-2019**.

Accepted

Principal

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001
Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 17-Jun-2019
Name : Shyam Kumar P.S.
Location : Karnataka,
Address : Azad Nagar, 3rd Cross, Shivamogga - 577202, Shivamogga, Karnataka - 577202

Dear Shyam Kumar P.S.,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **17-Jun-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

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- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/Njk50TE0ODY=>

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We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead !

Sincerely,

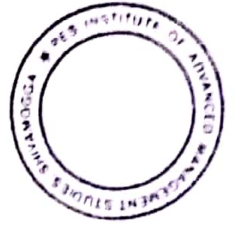
HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **17-Jun-2019**.

Accepted

Principal

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.
PES Institute of Advanced Management Studies
NH 206, Sagar Road
www.extramarks.com



Offer: Computer Consultancy
Ref: TCSL/DT20185011170/Bangalore
Date: 25/02/2019

Ms. **Amrutha B**
Amruth Farm,
Doddibeelu,
Shimoga-577203,
Karnataka.
Tel# 91-9036456166

Dear Amrutha B,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,93,158/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

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

Principal

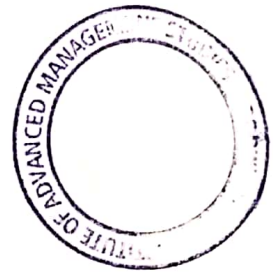
PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.

TCS Confidential
TCSL/DT20185011170

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹7,100/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹2,840/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹1,400/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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

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PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,500/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

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

2. Higher Hospitalisation

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

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the

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benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Loans

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

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 50% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

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It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

Continuous Learning is a way of life in TCSL and forms a critical part of your employment with TCSL. On joining TCSL, you will be given the opportunity to undergo our Initial Learning program (ILP). This formal learning will add value to you as a professional and help you to excel in your career.

Formal assessments will be carried out during your learning period. The weighted average of these evaluations will be a major component of your first appraisal.

If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

You may please note that in the event of your performance during the ILP falling short of the required standard, TCSL reserves the right to either extend your ILP or terminate your services. You will be confirmed at the end of twelve months from the date of joining TCSL. This confirmation will be communicated to you in writing.

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

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

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4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/- towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

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MUMBAI 400 021



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of deputation on international assignments during the course of your employment.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/or performance are not found satisfactory at any point in time during your employment, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

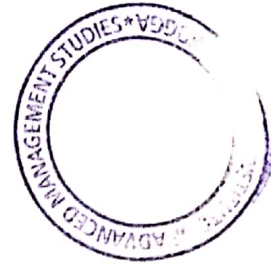
If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

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15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Diploma certificate and mark sheets of all semesters
- Degree certificate and mark sheets for all semesters
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - *If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

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Please note that failure to produce the prescribed set of documents before completion of your Initial Learning Program would entitle TCSL to withdraw this offer letter.

20. Initial Training Programme

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

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

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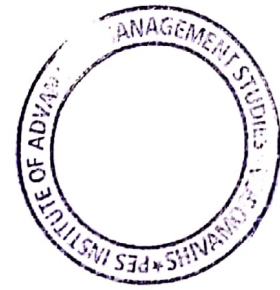
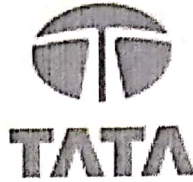
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Withdrawal of Offer

If you fail to accept the offer from TCSL within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

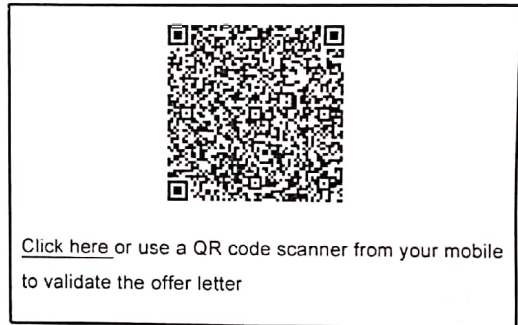
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



- Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms

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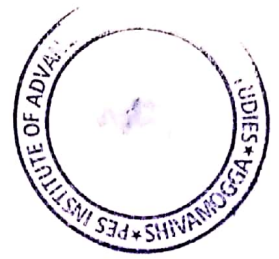
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GROSS SALARY SHEET

Annexure 1

Name	Amrutha B
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,332	63,980
2) Performance Pay		
Monthly Performance Pay	1,500	18,000
3) Annual Components/Retirals		
Health Insurance***	NA	4,000
Provident Fund	852	10,224
Gratuity	341	4,098
ESI Contribution##		7,656
Total of Annual Components & Retirals	1,194	18,322
Retention Incentive	NA	0
TOTAL GROSS	15,126	1,93,158

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

##Contribution towards Employees' State Insurance borne by TCS.

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

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

Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
Leave Travel Assistance	592	7,100
Food Card	500	6,000
Personal Allowance	1,400	16,800
GROSS BOUQUET OF BENEFITS	5,332	63,980

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Annexure 2


Regional Offices

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

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Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

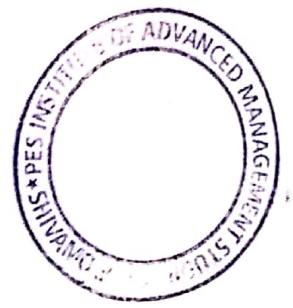
(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.

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2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

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


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4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines

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

7. Restriction on Retainer/Consultant's Rights

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

8. No License

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


Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road 15
SHIVAMOGGA-577 204.

TCS Confidential
TCSL/DT20185011170

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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TATA CONSULTANCY SERVICES

Shivamogga
Principal

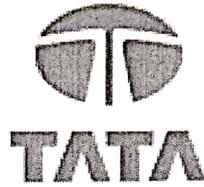
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VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India

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

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

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



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

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

11. Non-Compete

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

Principal

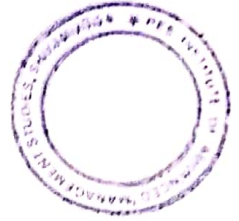
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SHIVAMOGGA-577 204.

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17

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Dear Ashwini Dsouza

Congratulations on clearing the preliminary interview. We would like to extend you a conditional offer for an appropriate position at Mphasis Ltd. Details of the offer for the said position is enumerated below:

You will be offered the position of Trainee TPO / non Voice in Band 5, Level 1 with Mphasis BPO at a CTC of INR 1,24,000/-

As you are currently in your last semester and are gearing up to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith letter of intent. It is contingent upon:

1. Your clearance of all back papers if any before joining Mphasis.
2. Your satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
3. Your clearance of a Typing Test as defined by client, conducted prior to joining.

Your joining date will be communicated after you clear the above conditions. We urge you to keep tab of mails which will be sent to your registered mail ID from Mphasis on a regular basis.

We look forward to welcoming you to Mphasis at Bangalore. Should you need any further information, write to hiringatcampus@mphasis.com

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason, for business contingencies.

Mphasis intends to onboard anytime from now until Mar 2020.

Yours Sincerely

For Mphasis

HR – Campus Hiring

Contact Us:

T : +91 080 6750 1000

F : +91 080 6695 9943

E : investor.relations@mphasis.com

www.mphasis.com

Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.

Mphasis Limited

Registered Office:

Bagmane World Technology Centre,

Marathahalli Outer Ring Road, Doddanankundi Village,

Mahadevapura, Bangalore 560 048, India

CIN: L30007KA1992PLC025294

Dear Joyal Joy

Congratulations on clearing the preliminary interview. We would like to extend you a conditional offer for an appropriate position at Mphasis Ltd. Details of the offer for the said position is enumerated below:

You will be offered the position of Tech Support Associate 'in Band 5, Level 1 with Mphasis BPO at a CTC of INR 2,20,000 / -

As you are currently in your last semester and are gearing up to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

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3. Your clearance of a Typing Test as defined by client, conducted prior to joining

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We look forward to welcoming you to Mphasis at Bangalore. Should you need any further information, write to hringatcampus@mphasis.com

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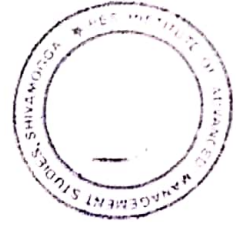
Yours Sincerely

For Mphasis


HR - Campus Hiring


Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



Dear **Mohammed Imran**

Congratulations on clearing the preliminary interview. We would like to extend you a conditional offer for an appropriate position at Mphasis Ltd. Details of the offer for the said position is enumerated below:

You will be offered the position of Tech Support Associate 'Trainee' in Band 5, Level 1 with Mphasis BPO at a CTC of INR 2,20,000/-

As you are currently in your last semester and are gearing up to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

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Yours Sincerely

For Mphasis

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Contact Us:

T : +91 080 6750 1000

F : +91 080 6675 7943

E : investor.relations@mphasis.com

www.mphasis.com

Mphasis Limited
Registered Office:

Bagmane World Technology Centre,
Marathahalli Outer Ring Road, Doddanakundi Village,
Mahadevapura, Bangalore 560 048, India
CIN: L30002KA1992PLC025294

Dear Samyreen Fatima

Congratulations on clearing the preliminary interview. We would like to extend you a conditional offer for an appropriate position at Mphasis Ltd. Details of the offer for the said position is enumerated below:

You will be offered the position of Trainee TPO/HR Voice in Band 5, Level 1 with Mphasis BPO at a CTC of INR 1,74,000

As you are currently in your last semester and are gearing up to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

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Yours Sincerely

For Mphasis


HR – Campus Hiring

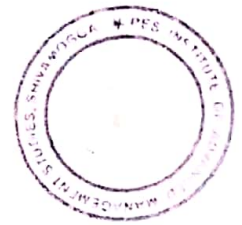

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Registered Office:
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Mahadevapura, Bangalore 560 048, India
CIN: L30007KA1992PLC025294



Dear Semran Parveen

Congratulations on clearing the preliminary interview. We would like to extend you a conditional offer for an appropriate position at Mphasis Ltd. Details of the offer for the said position is enumerated below:

You will be offered the position of 'Trainee Technical Support Associate FPO/Non Voke in Band 5, Level 1 with Mphasis BPO at a CTC of INR 2,20,000 / ~~1,74,000~~

As you are currently in your last semester and are gearing up to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

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Yours Sincerely

For Mphasis

HR – Campus Hiring


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Mahadevapura, Bangalore 560 048, India
CIN: L30007KA1992PLC025294



Mphasis

The Next Applied

Dear Suman SC

Congratulations on clearing the preliminary interview. We would like to extend you a conditional offer for an appropriate position at Mphasis Ltd. Details of the offer for the said position is enumerated below:

You will be offered the position of Trainee TPO / non Vole in Band 5, Level 1 with Mphasis BPO at a CTC of INR 1,74,000

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Mphasis intends to onboard anytime from now until Mar 2020.

Yours Sincerely

For Mphasis

HR - Campus Hiring

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E : Investor.relations@mphasis.com

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Mphasis Limited


Registered Office:

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CIN: L30007KA1992PLC025294


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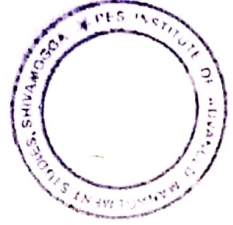
SHIVAMOGGA-577 204.





Gallagher

Insurance | Risk Management | Consulting



Date: 28th May 2019

Nandan Devraj

Dear Nandan Devraj

This has reference to the discussions you had with us. This is to confirm our intent to offer you a position as per the details below.

Designation: Process Associate

Emoluments A		Per Annum
Basic		161160
Prorata Statutory Bonus		13500
Employer's Contribution to Provident Fund		19339
Special Allowance		3116
Fixed Emolument		197115
Performance Based Incentive		7885
Total Emoluments (A)		205000
Benefits B		
Gratuity		7748
Employer's contribution of ESI		8445
Benefits Total (B)		16193
Cost To Company (CTC):	Total (A+B)	221193

- * Compensation would be as per company prevailing policies.
- * "CTC can be revised subject to statutory amendments applicable for the state"

- * Date of joining: (July/Aug/Sep 2019 Tentative)
- (* - Based on completion of exams and as per business requirement)

Your place of work will be at Bangalore and you will be expected to attend the office during the working hours as decided by the company.

Gallagher Service Center LLP

Regd Office 401 A,B,C,D,E,F and G Delta #2 Gigaspace IT Park, Vimanagar, Pune - 411 014, Maharashtra, INDIA. Tel: +91 20 6626 1100

Nandan Devraj
Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



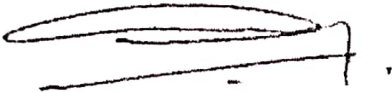
Your appointment is subject to the following:

1. Back ground check
2. You clearing your final semester/year exams with 50% aggregate

A detailed appointment letter will be issued to you on DOJ.

Looking forward to a long and mutually beneficial association.

Yours faithfully,
GALLAGHER OPERATIONS CENTER LLP



VIKRANT GUNE
Senior Service Delivery Manager – HR

Date: 28th May 2019



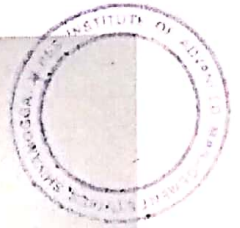
Principal

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NH 206, Sagar Road
SHIVAMOGGA-577 204.



Gallagher

Insurance | Risk Management | Consulting



Date: 28th May 2019

Sayed Zeba Hyder

Dear Sayed Zeba Hyder

This has reference to the discussions you had with us. This is to confirm our intent to offer you a position as per the details below.

Designation: Process Associate

Emoluments A	Per Annum
Basic	161160
Prorata Statutory Bonus	13500
Employer's Contribution to Provident Fund	19339
Special Allowance	3116
Fixed Emolument	197115
Performance Based Incentive	7885
Total Emoluments (A)	205000
Benefits B	
Gratuity	7748
Employer's contribution of ESI	8445
Benefits Total (B)	16193
Cost To Company (CTC):	Total (A+B)
	221193


* Compensation would be as per company prevailing policies.

* "CTC can be revised subject to statutory amendments applicable for the state"

* Date of joining: (July/Aug/Sep 2019 Tentative)

(* - Based on completion of exams and as per business requirement)

Your place of work will be at Bangalore and you will be expected to attend the office during the working hours as decided by the company.


Principal

Gallagher Service Center LLP PES Institute of Advanced Management Studies

Regd. Office: 401 A, B, C, D, E, F and G, Delta #2, Gigaspace IT Park, Vimanagar, Pune - 411 014, Maharashtra (INDIA) Tel: +91 20 6625 170
Bangalore: 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amrutvahini, Kodigehalli Gate, Hebbal, Bangalore - 560 092, (INDIA) Tel No: +91 80 4004 3434 / 6191 60
SHIVAMOGGA-577-204

LLPIN: AAL-5010 - (Registered with Limited Liability)
(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)

Your appointment is subject to the following:

1. Back ground check
2. You clearing your final semester/year exams with 50% aggregate

-- A detailed appointment letter will be issued to you on DOJ.--

Looking forward to a long and mutually beneficial association.

Yours faithfully,
GALLAGHER OPERATIONS CENTER LLP



VIKRANT GUNE
Senior Service Delivery Manager – HR

Date: 28th May 2019



Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.





Extramarks Education India Private Limited
D-180, Sector-63, Noida, U.P. - 201301, India
Ph. : +91-120-4175300

Date : 17-Jun-2019

Name : Joyal Joy

Location : Karnataka,

Address : #192/B, Mary Cottage, Hudco Colony, Bhadravathi, Shivamogga, Shivamogga, Karnataka - 577201

Dear Joyal ,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **17-Jun-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/NDEyNzEwMzQ=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead !

Sincerely,

HR Department

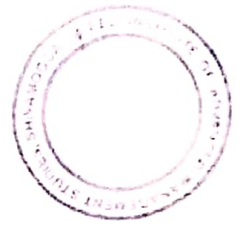
I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **17-Jun-2019**.

Accepted

Principal

PES Institute of Advanced Management Studies

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001
Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 17-Jun-2019

Name : Nisarga S M

Location : Karnataka,

Address : # 286, Kashipura Main Road, Vinobhanagar, Shivamogga, Karnataka - 577201 , Shivamogga, Karnataka - 577201

Dear Nisarga S M.,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

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- Clearance from previous employer.
- Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/OTU3NzA3MDM=>

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We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead !

Sincerely,

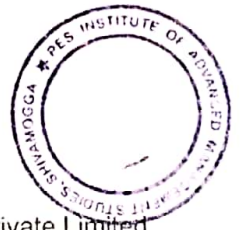
HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **17-Jun-2019**.

Accepted

Principal

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.
Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com
MH-206, Sagar Road
SHIVAMOGGA-577204.



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India
Ph. : +91-120-4175300

Date : 17-Jun-2019
Name : Nithin R
Location : Karnataka,
Address : 8/49, 8th Ward, Paper Town, Bhadravathi - 577302 , Bhadravathi, Karnataka - 577302

Dear Nithin R,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **17-Jun-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
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Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **17-Jun-2019**.

Accepted

Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110008
Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com

Dear Mohammed Ithascan

Congratulations on clearing the preliminary interview. We would like to extend you a conditional offer for an appropriate position at Mphasis Ltd. Details of the offer for the said position is enumerated below:

You will be offered the position of 'Trainee TPO for Voic' in Band 5, Level 1 with Mphasis BPO at a CTC of INR 2,74,000/-

As you are currently in your last semester and are gearing up to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith letter of intent. It is contingent upon:

1. Your clearance of all back papers if any before joining Mphasis.
2. Your satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
3. Your clearance of a Typing Test as defined by client, conducted prior to joining

Your joining date will be communicated after you clear the above conditions. We urge you to keep tab of mails which will be sent to your registered mail ID from Mphasis on a regular basis.

We look forward to welcoming you to **Mphasis** at Bangalore. Should you need any further information, write to hiringatcampus@mphasis.com

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason, for business contingencies.

Mphasis intends to onboard anytime from now until Mar 2020.

Yours Sincerely

For Mphasis

HR - Campus Hiring

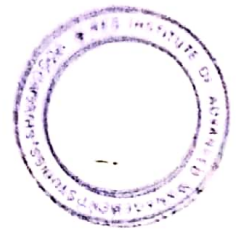
Contact Us:
T : +91 080 6750 1000
F : +91 080 6695 9943
E : investor.relations@mphasis.com

www.mphasis.com


Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.

Mphasis Limited
Registered Office:
Bagmane World Technology Centre,
Marathahalli Outer Ring Road, Doddanakundi Village,
Mahadevapura, Bangalore 560 048, India
CIN: L30007KA1992PLC025294



Dear Tom Shaju

Congratulations on clearing the preliminary interview. We would like to extend you a conditional offer for an appropriate position at Mphasis Ltd. Details of the offer for the said position is enumerated below:

You will be offered the position of Trainee TPO / non Voile in Band 5, Level 1 with Mphasis BPO at a CTC of INR 1,74,000

As you are currently in your last semester and are gearing up to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

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Your joining date will be communicated after you clear the above conditions. We urge you to keep tab of mails which will be sent to your registered mail ID from Mphasis on a regular basis.

We look forward to welcoming you to Mphasis at Bangalore. Should you need any further information, write to hiringatcampus@mphasis.com

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Mphasis intends to onboard anytime from now until Mar 2020.

Yours Sincerely

For Mphasis

HR - Campus Hiring


Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204

Contact Us:
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E : investor.relations@mphasis.com

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Mphasis Limited
Registered Office:
Bagmane World Technology Centre,
Marathahalli Outer Ring Road, Doddanakundi Village,
Mahadevapura, Bangalore 560 048, India
CIN: L30007KA1992PLC025294



Dear

Yashwanth S S

Congratulations on clearing the preliminary interview. We would like to extend you a conditional offer for an appropriate position at Mphasis Ltd. Details of the offer for the said position is enumerated below:

You will be offered the position of 'Trainee TPO / non voice in Band 5, Level 1 with Mphasis BPO at a CTC of INR 1,74,000/-

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We look forward to welcoming you to **Mphasis** at Bangalore. Should you need any further information, write to hiringatcampus@mphasis.com

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Yours Sincerely

For Mphasis

HR – Campus Hiring

Contact Us:

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Principal

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NH 206, Sagar Road
SHIVAMOGGA-577 204.

Mphasis Limited

Registered Office:

Bagmane World Technology Centre,
Marathahalli Outer Ring Road, Doddanakundi Village,
Mahadevapura, Bangalore 560 048, India

CIN: L30007KA1992PLC025294

Dear Aishwarya R

Congratulations on clearing the preliminary interview. We would like to extend you a conditional offer for an appropriate position at Mphasis Ltd. Details of the offer for the said position is enumerated below:

You will be offered the position of 'Trainee TPO/na Vork', in Band 5, Level 1 with Mphasis BPO at a CTC of INR 1,74,000

As you are currently in your last semester and are gearing up to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

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Yours Sincerely

For Mphasis


HR - Campus Hiring


Principal

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NH 206, Sagar Road
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Mahadevapura, Bangalore 560 048, India
CIN: L30007KA1992PLC025294



Date : 30th May 2019

Dear Aasiya,

With reference to the discussions/Interview we had with you recently, we have pleasure in appointing you in our Company as **Customer Success Specialist** at our Bengaluru office.

1. APPOINTMENT DETAILS

You would be placed as "CSS – Intern" for next 6 months from 10th June 2019.

After successful completion of the internship you would be offered an employment in the organization.

You are requested to report at 10:30 am to complete the joining formalities at the address mentioned on the letter head on the date of joining, you are requested to submit the copies of the documents as per **Annexure C** (which shall be shared to you via email).

2. COMPENSATION AND BENEFITS

Your gross Compensation will be Rs. 3,00,000/- (**Three Lakhs Only**) per annum and you will be on a probation period for the first 6 months of your employment. After successful completion of your probation your compensation will be increased to Rs. 3,60,000/- (Three lakhs and sixty thousand only).

You shall also receive stipend of Rs. 15,500/- per month during the course of your internship at Perfios.

All the payment will be less legally required and authorized deductions and withholdings, payable in monthly installments as set forth in accordance with Perfios payroll practices and procedures.

3. SALARY REVIEW

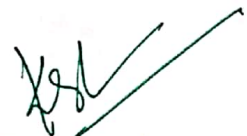
Your Compensation and Benefits will be reviewed periodically as per Company Policy. Your increments in the grade are discretionary and will be subject to and on the basis of effective performance and results during the period.

4. LEAVE, HOLIDAYS & WORKING HOURS

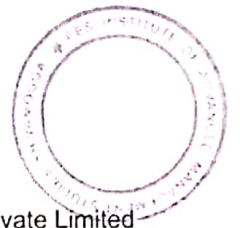
You will be entitled to leave, holidays and working hours as applicable to your category of employees and location of posting.

5. RETIREMENT

Your retirement age is 58 years.


Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 17-Jun-2019

Name : Aasiya

Location : Karnataka,

Address : D/o Iqbal Habib, Sona Mansion, 2nd Stage, RML Nagar, Shivamogga, Karnataka – 577205.

Dear Aasiya.,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **17-Jun-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
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Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **17-Jun-2019**.

Accepted

Principal

PES Institute of Advanced Management Studies

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi 200 008, Connaught Road
Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283520
www.pesinstitute.com



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India
Ph. : +91-120-4175300

Date : 17-Jun-2019
Name : Prerana Jain
Location : Karnataka,
Address : Tilak Nagar, 3rd Cross, Saphthagiri Nilaya, 2nd Floor, Shivamogga - 577201 , Shivamogga, Karnataka - 577201

Dear Prerana ,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

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Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001
Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India
Ph. : +91-120-4175300

Date : 17-Jun-2019
Name : Sachin S.K.
Location : Karnataka,
Address : Shivamogga Dist, Karnataka - 577201 , Shivamogga, Karnataka - 577201

Dear Sachin S.K.,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

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Principal

PES Institute of Advanced Management Studies

NH 206, Sagar Road

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001
Ph. : +91-011-40392333 / Fax : +91-011-23733114 / CIN : U18090ND12015ETC283323 / www.extramarks.com

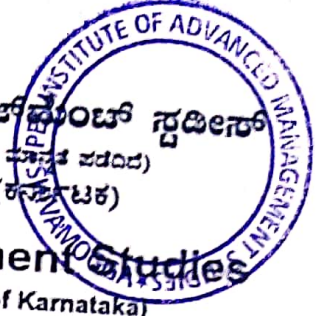
PESIAMS

Phone: 8147053084
8147053085

email : principaliams@pestrust.edu.in
: pesiams@pestrust.edu.in
Website : pestrust.edu.in/pesiams

ಪಿಇಎಮ್‌ಸಿ ಇನ್‌ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ವಾನ್ಸ್‌ಡ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಸ್ಟಡೀಸ್
(ಉಪೇಖ್ಯ ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಯಲ್ಲಿ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದ)
ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

PES Institute of Advanced Management Studies
(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)
N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)



Average percentage of placement of outgoing students during the last five years
Placement details - 2017-2018

Sl. No.	Student Name	Program Graduated from	Name of the Employer
1	PUSHPA U S	BCA	WIPRO
2	RACHANA R	BCA	WIPRO
3	Ms. RASHMI H. H.	BCA	WIPRO
4	Ms. SPOORTHI H.S.	BCA	WIPRO
5	Mr. VARUN R.N.	BCA	WIPRO
6	PAVAN G	BBA	Ninjacart
7	AMULYA H C	BBA	Arthur J. Gallagher
8	KALLADKA ADNAN	BBA	Arthur J. Gallagher
9	MOHAMMED SAFWAN	BBA	Arthur J. Gallagher
10	SURYA NARAYANA C	B.Com	Ninjacart
11	RISHAB SHARMA	B.Com	WIPRO
12	JHANVI GUPTA	B.Com	Perfios
13	ARAVIND G	B.Com	Arthur J. Gallagher
14	MEGHASHREE S	B.Com	Arthur J. Gallagher
15	SHEETAL S JAIN	B.Com	Arthur J. Gallagher
16	UTKARSHA K P	B.Com	Arthur J. Gallagher
17	PRANIL RAJ	B.Com	Arthur J. Gallagher
18	SAPNA K IYER	B.Com	Arthur J. Gallagher

Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204



May 15, 2018

Welcome to WILP

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Ms. Pushpa Us
Tempo Stand, Main Bus Stop
Shivamogga
Shivamogga-577204

Dear Pushpa Us,

Sub: Enrolment letter to Work Integrated Learning Programme ("WILP" or "Academy") as Trainee - Computer Applications

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Trainee - Computer Applications with the WILP which is a customized academic and training programme which will allow you to obtain M.Tech degree from one of the premier Engineer institutions in India.

The duration of the academic programme shall be 48 months from the **date of enrollment with WILP**. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.
We look forward to having a long and fruitful relationship with you at WILP, wish you all the best!

Yours sincerely,
For Wipro Limited,

Sunil Kalachar
General Manager - Talent Acquisition

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Signature: _____

Date: _____

Registered Office
Wipro Limited T : +91 (80) 2844 0011
Dodda Kannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

Principal
7577024
PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



May 09, 2018

Welcome to WILP

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Ms. **Rachana R**
Kamakshi 2Nd Cross 1St Main
Near Nethaji Circle Vijayanagara
Shivamogga-577201

Dear Rachana R,

Sub: Enrolment letter to Work Integrated Learning Programme ("WILP" or "Academy") as Trainee - Computer Applications

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Trainee - Computer Applications with the WILP which is a customized academic and training programme which will allow you to obtain M.Tech degree from one of the premier Engineer institutions in India.

The duration of the academic programme shall be 48 months from the **date of enrollment with WILP**. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.
We look forward to having a long and fruitful relationship with you at WILP, wish you all the best!

Yours sincerely,
For Wipro Limited,

Sunil Kalachar
General Manager - Talent Acquisition

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Signature: _____

Date: _____

Registered Office

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800



May 14, 2018

Welcome to WILP

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Ms. Rashmi HH
4Th Cross J P N Road Kamakshi Street
Near Ganapathi Temple
Shimoga-577201

Dear Rashmi HH,

Sub: Enrolment letter to Work Integrated Learning Programme ("WILP" or "Academy") as Trainee - Computer Applications

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Trainee - Computer Applications with the WILP which is a customized academic and training programme which will allow you to obtain M.Tech degree from one of the premier Engineer institutions in India.

The duration of the academic programme shall be 48 months from the **date of enrollment with WILP**. Your date of joining will be intimated through a separate communication.

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We look forward to having a long and fruitful relationship with you at WILP, wish you all the best!

Yours sincerely,
For Wipro Limited,

Sunil Kalachar
General Manager - Talent Acquisition

Endorsement

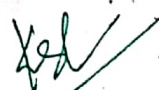
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Signature: _____

Date: _____

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July 06, 2018

Welcome to WILP

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Ms. **Spoorthi Hs**
2Nd Cross, Basavangudi,
Behind Sak Mandir, Shimoga
Shimoga-577201

Dear Spoorthi Hs,

Sub: Enrolment letter to Work Integrated Learning Programme ("WILP" or "Academy") as Trainee - Computer Applications

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Trainee - Computer Applications with the WILP which is a customized academic and training programme which will allow you to obtain M.Tech degree from one of the premier Engineer institutions in India.

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We look forward to having a long and fruitful relationship with you at WILP, wish you all the best!

Yours sincerely,
For Wipro Limited,

Sunil Kalachar
General Manager - Talent Acquisition

Endorsement

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Signature: _____

Date: _____

Registered Office:

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May 14, 2018

Welcome to WILP

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Mr. Varun RN
Raghavaratna Nilaya, 2Nd Cross, Siddaroda Nagar
Near Officers Club, New Bridge Road
Bhadravathi-577301

Dear **Varun RN,**

Sub: Enrolment letter to Work Integrated Learning Programme ("WILP" or "Academy") as Trainee - Computer Applications

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Trainee - Computer Applications with the WILP which is a customized academic and training programme which will allow you to obtain M.Tech degree from one of the premier Engineer institutions in India.

The duration of the academic programme shall be 48 months from the **date of enrollment with WILP**. Your date of joining will be intimated through a separate communication.

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We look forward to having a long and fruitful relationship with you at WILP, wish you all the best!

Yours sincerely,
For Wipro Limited,

Sunil Kalachar
General Manager - Talent Acquisition

Endorsement

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Signature:

Date:

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63Ideas Infolabs Private Limited.

LETTER OF EMPLOYMENT

(Private & confidential)

Dear **PAVAN G,**

Based on the interactions with you we are pleased to offer you the position of **Sales Executive - General Trade** in **General Trade** department at **63Ideas Infolabs Private Limited** (hereinafter referred to as "**Company**"). The key terms & conditions are given below.

1. **Offer Acceptance, Reporting & Joining date:** Upon your acceptance of the terms hereof, the effective date of joining will be **28 June 2018**. Upon joining you shall be reporting to **City Sales Head**. Please go through the offer letter and provide your acceptance within 2 days from receipt, failing which the offer will be deemed to be considered withdrawn
2. **Place of Work:** Your initial place of posting will be in **Bangalore**. However, you may be posted/ transferred to any other place or offices of the Company or its affiliates, as the Company may, from time to time, deem necessary
3. **Background Verification Process:** As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure

Following are the terms and conditions associated with your offer of employment,

1. WORK & DUTIES

The company may depute you for any assignments or change your duties, reporting, responsibilities or designation from time to time or assign your services to any associate company, division, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom the company may make any such arrangement or agreement.

You may be posted/ transferred to any other place or offices of the company or its affiliates, as the company may, from time to time, deem necessary. By such posting, you will be governed by the terms and conditions of service applicable to the new assignment. Further, in the course of your employment, you may be required to undertake such travel as may reasonably be required in connection with the performance of your duties

You agree and acknowledge that the company reserves the right to vary your roles and responsibilities, from time to time to meet its business objectives.

2. REMUNERATION

You shall draw a total remuneration of **300000 (Three Lakh Rupees)**

The company shall make deductions and withholdings of tax or otherwise as may be mandated or required under applicable law from the remuneration. Any tax liability other than withholding taxes arising in respect of the remuneration or income earned by you shall be borne solely by you

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Your remuneration has been determined based on numerous factors such as job role, skills, performance, experience, and professional merit. You acknowledge and agree that your remuneration is a matter purely between yourself and the company and you are to keep this information and any changes thereto, strictly **CONFIDENTIAL** under any circumstances. Breach of this clause will lead to termination without notice or compensation.

Your remuneration will be periodically reviewed as per the company's policies. Your increments and promotions shall be at the discretion of the company and will be subject to and on the basis of your Skill, Performance and Behavior

The company may, at any time at its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Variable Pay Policy, incentives, reimbursements & benefits. It will be communicated to all employees from time to time

Details of your remuneration are mentioned in **ANNEXURE I**

3. PROBATION & CONFIRMATION

A probation period will apply for the first **3 months of your employment**. At the end of the aforesaid period, you will be informed on your conduct and performance and if satisfactory, you will be confirmed in the appointed position. However, the Management reserves the right to curtail or extend the probation period in applicable cases.

If, during the probation period, the company determines that you are unfit for employment, company will terminate your employment without any advance notice and with no compensation whatsoever. In such case, it will be liable only for payment for the number of days worked by you

For specific roles, clearing the role specific training programs will enable you to continue the probation period with Ninjacart, failing to clear the training programs would lead to termination without notice pay

4. SEPARATION & TERMINATION

You may terminate your employment by providing, in advance of **60 DAYS (2 months)** notice in an E-mail. You shall not be entitled to terminate earlier without serving notice period, except in the event the company is acceptable to the same. The company in such circumstances, as a condition for acceptance of earlier termination, may order payment by you of amount equal to proportionate amount of salary payable for such days by which the notice period has gotten reduced.

The company will normally continue employment during the notice period. It is the Company's prerogative however, to immediately accept the resignation. Any leaves taken during Notice period may result in extending the notice period to that effect. Privilege leave can be availed during notice period only in case of emergencies and with prior approval from the manager, except on the last working day. In case of a business impact due to such leaves during notice period, notice period may be extended by same number of days.

Unauthorized absence or Absence without permission from duty for a continuous period of **3 days**, company may construe this as an act of abandonment and will proceed with Absconding process as per the HR policy. In such case your employment shall automatically come to an end without any notice of termination or notice pay. company will recover the notice period pay from pending settlement and post that F&F settlement will be done

The company may terminate your employment by giving **30 days** of advance notice or salary in lieu of notice in case of performance issues or business un-certainties. In case any employee is asked to leave the organization due to performance issues and further to the completion of the PIP (Performance Improvement Plan) process, the reporting manager shall ask the employee to initiate resignation. In case of such attrition the relieving date shall be

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decided by the reporting manager of the employee and no recovery shall be done for the short-fall in notice period if any

In case of employees in PIP, termination may come into immediate effect once the PIP period over and if the desired performance levels are not met by the employee. In such case, company is liable only for payment for the number of days worked by you

Your employment may be terminated by the company immediately and without compensation if you commit, repeat or continue any serious breach of your commitment towards the work, obligations hereunder or are guilty of conduct tending to bring yourself or any company in the Group into disrepute or any misconduct in terms of the company's rules and regulations.

Before you leave the company, you may be requested to attend a face-to-face exit Interview with your manager and HR department representative and complete such other procedures as may be specified in the rules and regulations of the company. You are also requested to complete the exit check form and follow through the separation processes and procedures on the last working day with the company.

All company property must be returned to the HR Department including but not limited to office keys, building pass, security card, cabinet keys, corporate/membership cards, laptop, computer, mobile, tablet, mobile SIM, company visiting cards, internet data card, all records and documents, including copies thereof, and any other properties which have been provided to you by the company.

Ninjacart to withhold the whole or any part of the full and final settlement, if the employee is found to have acted in contravention of any of the employment terms (including the duty to work in the best interests of Ninjacart)

You will retire in the normal course from the services of the company at the end of the month in which you attain the age of retirement, which is 58 years.

Any changes to the separation and termination conditions would be updated and published under the "Separation Policy" document. Kindly refer to the same for latest updates

5. PROVIDENT FUND AND GRATUITY

Provident Fund: Both the company and you shall contribute to your provident fund account in accordance with the prevailing statutory requirements and applicable law

Gratuity: You are eligible for payment of gratuity in accordance with the statutory provisions after completion of 5 years in the company

6. PERSONAL INFORMATION

It is your responsibility to notify the company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.

If any information furnished by you in your application for employment or during the selection process, whether with the company or your predecessor employer, is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the company may terminate your services without notice or compensation

7. PUBLIC HOLIDAYS & ANNUAL LEAVE

Public Holidays: You are entitled to public holidays with full pay as per the list of holidays declared on the

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company's notice board or in the employee policies of the company or informed to you through any other communication from time to time

Annual Leaves: You shall be entitled to holidays and leave in accordance with the company's employee policies and the rules and regulations of the company. Carry forward of un-availed leave and encashment of leave in case of separation shall be allowed, subject to a maximum no of days as defined in company's employee Leave policies. However, any such availing of leave shall be subject to prior intimation and approval from the supervisor as per the company's employee Leave policies

8. CONFIDENTIAL INFORMATION

You agree and acknowledge that, you shall from the date here of perpetually treat as strictly confidential all confidential Information (as defined below) that comes to your knowledge. Further, you shall not copy, reproduce and/or disclose any of the confidential Information to any other party without the prior written consent of the company and shall hold the same in trust for the company.

The term confidential Information includes but is not limited to

- (a) Information or material proprietary to the company, including information relating to the company and in business affairs, including its trade secrets
- (b) Information of or provided by its customers, clients, vendors, suppliers, consultants or service providers
- (c) Information designated as confidential, or which information is reasonably known to be confidential
- (d) Information created, discovered, developed or made known to the company from the date hereof or arising out of the performance of your obligations ("confidential Information")

During, or at any time after the termination of employment with the company, use for self or others, or disclose or divulge to others including your future employees/employers, any trade secrets, confidential information, or any other proprietary data of the company is violation of this agreement. The company may notify any future or prospective employer or third party of the existence of this agreement, and shall be entitled to full injunctive relief for any breach.

This Agreement shall remain in full force and effect with respect to the confidential information without limitation of time.

9. INTELLECTUAL PROPERTY

You agree that all intellectual property, including without limitation, inventions, improvements, discoveries and copyrights ("Intellectual Property") made from the date hereof, either by yourself or jointly with any

other person(s), which relate to or are connected or are capable of being used in connection with the company's business activities, is and will become the sole property of the company.

You shall disclose fully to the company such Intellectual Property and any Inventions (as defined below), and at the request and at the expense of the company, take such steps as may be necessary for the company to obtain applicable protection for such Intellectual Property and Inventions. You shall, at the expense of the company (but for no extra consideration), assign absolutely and beneficially all such Intellectual Property (including in connection with the Inventions) to the company or as it may direct.

You hereby further acknowledge that you do not have any right, claim, interest in any Intellectual Property owned or used by the company

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If, before employment with company, you have created any Inventions that you wish not to be subject to this Agreement, you may communicate the same to HR department immediately. Your failure to accordingly communicate the Inventions and attach the same hereto shall constitute a representation by you that you have no such Inventions

"Inventions" includes, but is not limited to, the following: All ideas, circuits, schematics, patterns, compilations, devices, databases, technology, algorithms, trade secrets, mask works, concepts, methodologies, customer lists, goodwill, trademarks, service marks, trade names and general intangibles of like nature, and related know-how which result from work performed (by you or anyone else), all discoveries, developments, designs, improvements, inventions, formulae, processes, methods, works of authorship, articles, books, manuals, techniques, computer software or hardware programs, strategies, know-how and data, whether or not patentable or registerable, and all work product, whether created by you either individually or jointly with others, prior to or in the course of your employment

Your employment with the company is on a whole time basis. While you are in the services of the company, you are not permitted to directly or indirectly, engage yourself or devote any time or attention to any full time or part time employment, trade, business or occupation, with or without remuneration, for any third person or concern (including self-employment). You shall also not undertake or be interested, either directly or indirectly, in any activities, which are contrary to or inconsistent with your employment with the company or the company's interest. You shall devote yourself exclusively to the business of the company. Any breach of this condition on your part may lead to the immediate termination of your employment with the company without notice period or pay

During the course of your employment, if you conceive of any new or advanced methods, inventions, designs or improvements, processes/systems or any other form of intellectual property, in relation to the operation of the company, all such developments shall be communicated to the company and will be and remain the sole right/property of the company and you shall execute documents and do all things necessary to enable the company to obtain all rights to the same

10. RESTRICTIVE COVENANTS

For and in consideration of the compensation to be paid by the company pursuant to the terms hereof, and in recognition of the fact that you shall have access and be privy to confidential Information and other valuable rights of the company, on account of your designation, the sufficiency whereof you hereby acknowledge, you covenant and agree that, based on sole discretion of the company, at any time, during your employment and

for a period of one (1) year thereafter directly carry on or be connected with, as an employee or otherwise in any business, individual, partnership, firm, corporation, limited liability company or other entity for carrying on similar business as the company which may result in competition or have adverse effect to the company's business.

You further agree that, from the date hereof and for a period of one (1) year after the termination of your employment, for any reason whatsoever, you shall not knowingly, directly or indirectly, by yourself or jointly with another, or for or on behalf of any entity, as principal, agent or otherwise: cause, induce or encourage any actual or prospective client, customer, supplier, or licensor of the company (including any existing or former customer of the company and any person that becomes a client or a customer of the company after the date hereof), or any other person who has a business relationship with the company, to terminate or change any such actual or prospective relationship in a manner which would be adverse to the company; circumvent the company in any manner and deal or attempt to deal directly with any or the aforesaid persons or entities; solicit, entice or induce or in any manner attempt to solicit, entice or induce any individual employed by, acting as a consultant to, or serving as a director or officer of, the company or any entity that after the date hereof is employed by or provides a service to conduct the business of the company on the company's behalf to leave such position, engagement or service to become employed by or a consultant to any person (other than company); or approach any person, employee, consultant, director or officer of the company or any prospective client, customer, supplier, or licensor of the company for any of the aforesaid purposes or authorise the taking of such actions by any person or assist or participate with or provide information to any such person in taking such action.



You hereby agree and acknowledge that the above terms are reasonable and necessary to safeguard and protect the company's rights and interest. In the event that any court of competent jurisdiction determines that the extent, duration and/or the geographical scope are unreasonable and that the same, to such an extent is unenforceable, it is agreed that the provision shall remain in full force and effect for the greatest extent, duration and geographical extent that would not render it unenforceable

11. COMPANY POLICIES & REGULATIONS

You must comply with all directions given by the company and you must observe all existing rules, regulations, policies, procedures, practices and arrangements pertaining to the management of the company's properties, works, business and the conduct of the company's employees

12. COMPLIANCE & CODE OF CONDUCT

You are required to observe all relevant corporate policies and regulations which are now in force, or from time to time, published or laid down by the company. Situations that have not been envisaged could arise and the company reserves the right to modify, revoke, suspend, terminate or change in whole or in part, at any time, with or without notice any information in relation to these policies.

Compliance with the company's Code of Conduct is a condition for continued employment and part of your performance appraisal. You should note that no gifts in cash or in kind may be offered to or accepted from any person in the employment of, or connected with, any of the company's employees, clients or the public

13. OTHER TERMS & CONDITIONS OF EMPLOYMENT

You hereby agree:

You will not enter into any outside employment or engage in any private business activities, whether alone or jointly with another, through or on behalf of any person, firm or entity, or through nominees or affiliates, on your own account or as agent for or on behalf of any other person, be directly or indirectly employed, whether as an employee, consultant or any other capacity, without the written consent from the company. Any contravention of this clause may lead to immediate termination without any compensation.

You are not party to or bound by any employment agreement, non-competition agreement or confidentiality agreement with any person or entity other than the company.

As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure.

You will not raise any claim against company or company will not have any liability, obligation or responsibility on account of any misconduct, misbehavior, harm or any kind of damage due to third party (including but not limited to any client, merchant, partner, customer, users or any other person). You shall take reasonable effort to prevent and avoid any misconduct, misbehavior, harm or any kind of damage by third party and only you shall be liable to all consequences including damages, if any, with respect to all such action taken. You shall not be entitled to claim that such action was pursuant to or required as part of your employment, since the company does not endorse or encourage any such behavior or conduct.

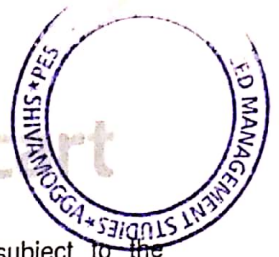
14. GOVERNING LAW

This Letter of Employment and the rights, duties and liabilities of the parties hereto shall be construed in accordance with and be governed by the laws of India. Disputes between the company and the Employee shall first be sought to be resolved amicably in accordance with the rules and regulations of the

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company. Any disputes that cannot be resolved through amicable discussions shall be subject to the jurisdiction of courts in Bengaluru, Karnataka

15. MISCELLANEOUS

Notices: All notices to the company shall be addressed to its head office address. Notices to the Employee shall be addressed to the below address

63Ideas Infolabs Private Limited, 4th Floor, Site No. 9, 1st C Main Road, Sarjapur Road, Jakkasandra, Bengaluru, Karnataka 560034

If any provision of this agreement is or becomes illegal or unenforceable, the parties agree to substitute such provision in a manner that leaves the parties in the same or nearly similar position as if such provision were legal or enforceable. The parties agree that in the event any provision of this agreement is determined to be unenforceable by a court due to its scope, such provision shall be modified to permit its enforcement to the maximum extent permitted by applicable law

The provisions of this agreement may be amended, supplemented or waived only by the written agreement of the parties

If you are agreeable to the above, please acknowledge your acceptance of this Employment Agreement, and its terms and conditions, by signing the copy and returning it to the HR Department under a PRIVATE & CONFIDENTIAL cover within 2 days from the date of this letter

The company reserves the right to amend, add or delete any of the employment terms, including remuneration, due to change in company policy from time to time. Changes of company policy of this nature will be announced in writing and circulated as internal memoranda or displayed on notice boards


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ANNEXURE-I
COMPENSATION PACKAGE

Compensation Details:

ANNEXURE A - SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	161160	13430
Employer PF	19344	1612
Employer ESI	8796	733
Food and Mobile Allowance	24000	2000
CTC	213300	17775
Employee PF	19344	1612
Employee ESI	3240	270
Professional Tax	2400	200
Employer PF	19344	1612
Employer ESI	8796	733
Total Deductions	53124	4427
Net Pay Before Tax	160176	13348
Variable	86700	
Total CTC	300000	

Summary

Component	Monthly Earning
Monthly Fixed Pay	Rs. 13,347
Monthly Variable Pay (@100% Performance)	Rs. 7,225
Monthly Fixed Allowance (For Petrol Expense)	Rs. 1,500
Total Monthly Payout	Rs. 22,072

Clarifications

- Professional tax - Rs 200 per month
- Income tax - As per applicable law
- ESI Contribution - 4.75% of Gross

[Signature]
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- **PF contribution** - 12% of Basic pay up to Rs.1800 per month for each employee and employer contribution
- **Variable Pay** - is a potential earning on your individual performance at your career level. The payout % is based on specific metrics and parameters which will be discussed with you upon joining. Your Variable pay can range anywhere from **0 to 200%** and will be paid out subject to you being on the rolls of the company on the date of disbursement of these payouts
- **Variable Payout** - Variable payout for an applicable period will be paid along with the consecutive month salary. In case of monthly variable pay cycle, you will not receive variable pay in the first month salary payout - this will have paid from second month onwards (Eg: JAN month variable pay will be paid in FEB month payroll along with salary)
- **Monthly Fixed Allowance** - Employee who are eligible for the monthly fixed allowance, will be calculated based on number of present days and will be paid accordingly. Allowance will be paid along with consecutive month salary payout
- **Payroll cutoff** - Employee who join us on or before 20th of the month, will be part if same month payroll. If your joining date is on or after 21st of the month, your first month salary would be paid along with second month payout. Salary will be paid on LWD of the month

We welcome you as a member of the team and look forward to your contributions to our success. We believe you will find your career both **challenging and rewarding**.

The Company, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Yours sincerely, For 63Ideas Infolabs Private Limited,



Vasudevan Chinnathambi | Co-Founder & Director

I, _____ (full name) have read and understood the terms and conditions stated herein and confirmed my acceptance of the offer and its conditions. I also confirm that I have not been convicted of any offence or crime punishable by law.

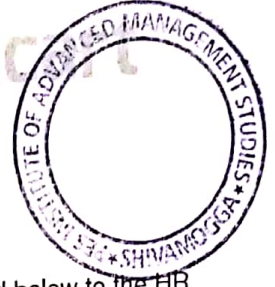
Signature:

Date:


Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.

ninjacart



JOINING DOCUMENTS

On your joining date, as part of joining formalities please submit the list of documents mentioned below to the HR department

- Photocopies of educational documents from 10th till highest qualification (All marks cards, Pass certificate & Degree/Convocation certificate)
- 3 Passport size photographs
- Relieving letter and Experience certificate from all previous employer
- Recent 3 months' salary statement of last 2 employments, if applicable
- Income tax computation sheet and Form 16
- 2 sets photocopy of Passport, PAN card, Aadhaar card, Driving license and voter ID
- PF number and UAN number for PF formalities
- Personal bank accounts last 2 months' statements/photocopy of passbook
- One cancelled cheque

Kindly be at office at 10 AM on 28 June 2018

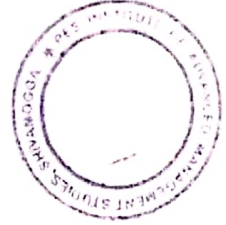

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Gallagher

Insurance | Risk Management | Consulting



Date: 16th July 2018

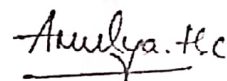
Mr./Ms. Amulya Halekoppa Chudappa Gowda

Dear Amulya,

We have pleasure in appointing you as **Process Associate**, in our organization. While you will be initially based at our **Bangalore Office**, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

- Date of joining**
Your appointment is effective from the date of joining which shall be as early as but not later than 16th July 2018.
- Salary**
Your gross compensation will be **Rs.2,21,193/- (Rupees Two Lakhs Twenty One Thousand One Hundred and Ninety Three Only)** per annum, on a **cost to company (CTC)** basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.
- Salary review**
Your salary will be reviewed annually (**January/July**) subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.
- Incentive**
You can earn an incentive up to 4% of your Fixed emoluments, i.e. maximum of **Rs.7,885/- p.a.**, which is a part of your total emoluments as mentioned in the annexure and this shall be linked to your performance and shall be governed by the Company rules and policy.
- Leave**
You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.
- Retirement**
The retirement age is 58 years.
- Probation**
You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by '15 days' notice by either party.


Principal


Amulya.H.C.

PES Institute of Advanced Management Studies

NH 206, Sagar Road

Gallagher Service Center LLP

Regd. Office: 401A, B, C, D, E, F and G, Deck #2, Gigaspace IT Park, Vimannagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 6625 1700

Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amruthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, (INDIA) Tel No.: +91 80 4034 3434 / 6191 6000

LLPIN: AAI- 5010 - ('Registered with Limited Liability')

(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)



Gallagher



On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on '30 days' notice by either party.

8. **Other Work**

Your position is a **whole time employment** with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

9. **Working hours**

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

10. **Responsibilities**

You will always need to be aware of the responsibilities and duties attached to your position and conduct yourself accordingly. Your work in the Company will be subject to the rules and regulations of the Organization as promulgated and modified from time to time in relation to conduct, discipline and other conditions of service.

11. **Travel**

You will be required to undertake travel on the Company's work and your travel expenses will be reimbursed as per the travel policy and rules applicable to your level.

12. **Confidential information**

12.1 "Confidential information" shall mean and include, but not be limited to the Company's product schematics, drawings, software (object code & source code), data, database, product plans, designs, protocols, prices, finances, marketing plans, business opportunities, personnel related information, sales and customer information, business policies, practices and strategies, information received from other entities which the Company is obligated to keep confidential, and research and development results which have not been :

- previously published or disclosed to the general public;
- previously available without restrictions; and
- which information the Company desires to protect against unrestricted disclosure or use.

12.2 "Confidential information" will however, not include information that:

- is or enters the public domain through no fault of yours
- is known and has been reduced into tangible form by you prior to the time of disclosure
- is independently developed by you without access to or use of the proprietary information
- is generally made available to you by the Company without restriction on disclosure or
- is disclosed by you with the Company's written consent.

12.3 You will not at any time, without the written consent of a Director, make copies or disclose or divulge or make public, except on legal obligations, any information

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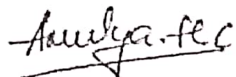


regarding the Company's affairs, administration, software or project being carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

- 12.4 By accepting the present terms of appointment, you are acknowledging that the Company is the proprietor of the confidential information as detailed in paragraph 12.1.
- 12.5 By accepting the present terms of appointment, you are further acknowledging that the "Confidential information" as aforesaid, is being exposed to you in trust and that the same would only be used by you for and in the interest of the Company and particularly in order to further the purposes of your employment with the Company. The aforesaid "Confidential Information" will not be used or disclosed by you, during the course of your employment with the Company, for the benefit of any other entity or person, without the written consent of the Board of Directors of the Company.
- 12.6 You will not, after the termination of your employment with the Company, use the "Confidential Information" as aforesaid, either personally or during the course of employment with your future employers.
- 12.7 You acknowledge that the restrictions imposed under the present terms of employment are reasonable and are necessary in order to protect the Company's legitimate interests and that the violation by you of these restrictions would cause damage to the Company entitling it to, *inter alia*, injunctive relief.
13. **Intellectual Property Rights**
- 13.1 "Intellectual Property Rights" shall mean all intellectual property (whether registered or not registered) created, developed or acquired by the Company in respect of its products, including but not limited to copyrights, trademarks, designs, trade secrets, confidential information and patents.
- 13.2 You acknowledge the ownership of the Company in respect of all Intellectual Property associated with its products and undertake that you will not, either during or after the termination of your employment with the Company, infringe, cause to infringe or abet the infringement of these rights.
- 13.3 The ownership of any Intellectual Property that you may create or develop for the Company, during the course of your employment, will vest in the Company, for all territories in the world and for their entire term of protection, your remuneration being adequate consideration.
14. **Protection of interest**
If you conceive any new or advanced methods of improving processes, systems or software in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the Company.
15. **Past records**
If any declaration given or information furnished to the Company prove to be false or if you are to have willfully suppressed any material information or if you violate any of the terms and conditions of appointment, in such case, you will be liable to be removed from services without any notice.


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16. Termination notice

On successful completion of the service agreement / Probation your employment is terminable by one months (30 days) notice on either side or either Party is not bound to give any reason thereof. Your release/relieving will be subject to you serving the one months notice period and satisfactory handing over of your duties, responsibilities, company documents, company assets, etc. to the company.

- a. The offer is subjected to clearing your Graduation Degree exams with minimum aggregate score of 50% or more.
- b. Failing to achieve the mentioned percentage as per clause 16 (a) will lead to termination of the offer and association with us with immediate effect.

17. After termination

On termination of employment you will immediately deliver-up to the Company all its properties including correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, floppy diskettes, magnetic media, effects or records, etc. and shall not make copies or retain any of these items.

18. Abandonment

You shall be punctual and regular in your attendance. If you remain absent for 2 consecutive days or over-stay beyond sanctioned leave by 2 or more consecutive days, you shall be deemed to have voluntarily separated / abandoned from the services of the Company and lose right on the job."

19. Conditional offer

This is a conditional offer subject to successful completion of Background verification. You'll be intimated once these formalities are completed.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter.

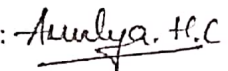
Yours Sincerely,
For GALLAGHER OPERATIONS CENTER LLP




VIKRANT GUNE
Senior Service Delivery Manager – HR

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment.

Date: 16/07/2018

Signature: 


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SHIVAMOGGA-577 204.

Annexure

Emoluments A	Per Annum	Per Month
Basic	161160	13430
Prorata Statutory Bonus	13500	1125
Employer's Contribution to Provident Fund	19339	1611
Special Allowance	3116	260
Fixed Emolument	197115	16427
Performance Based Incentive*	7885	657
Total Emoluments (A)	205000	17083
Benefits B		
Gratuity**	7748	
Employer's contribution of ESI	8445	
Total Benefits (B)	16193	
Cost To Company (CTC): Total (A+B)	221193	
Deductions		
Employer's Contribution to Provident Fund		1611
Employee's Contribution to Provident Fund		1611
Employee's Contribution to ESI		260
Professional Tax		200
Net pay		13401

* Performance Based Incentive: A variable pay component is 4% of your fixed salary which is linked to your performance and payable monthly as per your performance rating

** Gratuity: Amount is to be paid as per Payment of Gratuity Act, 1972.

In addition to above compensation:

- You will have the potential to earn overtime amount of Rs.1500/- (approx.) per month.
- You can earn incentive of Rs.4,000/- upon clearing international domain certification.

This appointment letter is subject to the following:

1. Background verification Check (being clear)

Name: Amulya holekoppachudappa karda

Place: Bangalore

Signature: Amulya .H.C

Date: 16/07/2018



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Date: 16th July 2018

Mr./Ms. Kalladaha Adnan

Dear Adnan,

We have pleasure in appointing you as **Process Associate**, in our organization. While you will be initially based at our **Bangalore Office**, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. **Date of joining**
Your appointment is effective from the date of joining which shall be as early as but not later than 16th July 2018.
2. **Salary**
Your gross compensation will be **Rs.2,21,103/- (Rupees Two Lakhs Twenty One Thousand One Hundred and Ninety Three Only)** per annum, on a cost to company (CTC) basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.
3. **Salary review**
Your salary will be reviewed annually (January/July) subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.
4. **Incentive**
You can earn an incentive up to 4% of your Fixed emoluments, i.e. maximum of **Rs.7,852/- p.a.**, which is a part of your total emoluments as mentioned in the annexure and this shall be linked to your performance and shall be governed by the Company rules and policy.
5. **Leave**
You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the last three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.
6. **Retirement**
The retirement age is 58 years.
7. **Probation**
You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by '15 days' notice by either party.

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On completion of six months it will be an automatic movement to permanent rules, unless otherwise notified. On confirmation, your employment will be subject to termination on "30 days" notice by either party.

8. **Other Work**

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

9. **Working hours**

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

10. **Responsibilities**

You will always need to be aware of the responsibilities and duties attached to your position and conduct yourself accordingly. Your work in the Company will be subject to the rules and regulations of the Organization as promulgated and modified from time to time in relation to conduct, discipline and other conditions of service.

11. **Travel**

You will be required to undertake travel on the Company's work and your travel expenses will be reimbursed as per the travel policy and rules applicable to your level.

12. **Confidential information**

12.1 "Confidential information" shall mean and include, but not be limited to the Company's product schematics, drawings, software (object code & source code), data, database, product plans, designs, protocols, prices, finances, marketing plans, business opportunities, personnel related information, sales and customer information, business policies, practices and strategies, information received from other entities which the Company is obligated to keep confidential, and research and development results which have not been:

- previously published or disclosed to the general public;
- previously available without restrictions, and
- which information the Company desires to protect against unrestricted disclosure or use.

12.2 "Confidential information" will however, not include information that:

- is or enters the public domain through no fault of yours
- is known and has been reduced into tangible form by you prior to the time of disclosure
- is independently developed by you without access to or use of the proprietary information
- is generally made available to you by the Company without restriction on disclosure or
- is disclosed by you with the Company's written consent.

12.3 You will not at any time, without the written consent of a Director, make copies or disclose or divulge or make public, except on legal obligations, any information

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regarding the Company's affairs, administration, software or project being carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

- 12.4 By accepting the present terms of appointment, you are acknowledging that the Company is the proprietor of the confidential information as detailed in paragraph 12.1.
- 12.5 By accepting the present terms of appointment, you are further acknowledging that the "Confidential information" as aforesaid, is being exposed to you in trust and that the same would only be used by you for and in the interest of the Company and particularly in order to further the purposes of your employment with the Company. The aforesaid "Confidential Information" will not be used or disclosed by you, during the course of your employment with the Company, for the benefit of any other entity or person, without the written consent of the Board of Directors of the Company.
- 12.6 You will not, after the termination of your employment with the Company, use the "Confidential Information" as aforesaid, either personally or during the course of employment with your future employers.
- 12.7 You acknowledge that the restrictions imposed under the present terms of employment are reasonable and are necessary in order to protect the Company's legitimate interests and that the violation by you of these restrictions would cause damage to the Company entitling it to, *inter alia*, injunctive relief.
13. **Intellectual Property Rights**
- 13.1 "Intellectual Property Rights" shall mean all intellectual property (whether registered or not registered) created, developed or acquired by the Company in respect of its products including but not limited to copyrights, trademarks, designs, trade secrets, confidential information and patents.
- 13.2 You acknowledge the ownership of the Company in respect of all Intellectual Property associated with its products and undertake that you will not, either during or after the termination of your employment with the Company, infringe, cause to infringe or abet the infringement of these rights.
- 13.3 The ownership of any Intellectual Property that you may create or develop for the Company, during the course of your employment, will vest in the Company, for all territories in the world and for their entire term of protection, your remuneration being adequate consideration.
14. **Protection of interests**
If you conceive any new or advanced methods of improving processes, systems or software in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right property of the Company.
15. **Past records**
If any declaration given or information furnished to the Company prove to be false or if you are to have willfully suppressed any material information or if you violate any of the terms and conditions of appointment, in such case, you will be liable to be removed from services without any notice.


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16. Termination notice

On successful completion of the service agreement (Provided your employment is terminable by one month (30 days) notice on either side or either Party is not bound to give any reason thereof. Your release/relieving will be subject to you serving the one month notice period and satisfactory handing over of your duties, responsibilities, company documents, company assets, etc. to the company.

- a. The offer is subjected to clearing your Graduation Degree exams with minimum aggregate score of 50% or more.
- b. Failing to achieve the mentioned percentage as per clause 16 (a) will lead to termination of the offer and association with us with immediate effect.

17. After termination

On termination of employment you will immediately deliver-up to the Company all its properties including correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, floppy diskettes, magnetic media, effects or records, etc. and shall not make copies or retain any of these items.

18. Abandonment

You shall be punctual and regular in your attendance. If you remain absent for 2 consecutive days or over-stay beyond sanctioned leave by 2 or more consecutive days, you shall be deemed to have voluntarily separated / abandoned from the services of the Company and lose right on the job."

19. Conditional offer

This is a conditional offer subject to successful completion of Background verification. You'll be intimated once these formalities are completed.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter.

Yours Sincerely,
For GALLAGHER OPERATIONS CENTER LLP

VIKRANT GUNE
Senior Service Delivery Manager – HR

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment.

Date: 16-July-2018

Signature

Principal

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SHIVAMOGGA-577 204.



Annexure

Emoluments A	Per Annum	Per Month
Basic	161160	13430
Proprietary Statutory Bonus	11500	1125
Employer's Contribution to Provident fund	19399	1611
Special Allowance	3116	260
Fixed Emolument	197115	16427
Performance Based Incentive*	7885	657
Total Emoluments (A)	205000	17083
Benefits B		
Gratuity**	3715	
Employer's contribution of ESI	8445	
Total Benefits (B)	16193	
Cost To Company (CTC): Total (A+B)	221193	
Deductions		
Employer's Contribution to Provident Fund		1611
Employee's Contribution to Provident Fund		1611
Employee's Contribution to ESI		260
Professional Tax		200
Net pay		13401

* Performance Based Incentive: A variable pay component is 4% of your fixed salary which is linked to your performance and payable monthly as per your performance rating.

** Gratuity: Amount is to be paid as per Payment of Gratuity Act, 1972.

In addition to above compensation:

- You will have the potential to earn overtime amount of Rs. 1500/- (approx) per month.
- You can earn incentive of Rs. 4,000/- upon clearing international domain certification.

This appointment letter is subject to the following:

1. Background verification Check (being clear)

Name: K. Adnan

Place: Bangalore

Signature: [Handwritten Signature]

Date: 16-July-2018


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Your appointment is subject to the following:

1. Back ground check
2. You clearing your final semester/year exams with 50% aggregate

A detailed appointment letter will be issued to you on DOJ.

Looking forward to a long and mutually beneficial association.

Yours faithfully,
For Gallagher Service Center LLP.

Shradha Wadhvani

Shradha Wadhvani
Deputy Manager- Human Resource

Date: 6/2/18

[Signature]

[Signature]
Principal

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Annexure

	Per Annum	Per Month
Emoluments A		13430
Basic	161160	1125
Prorata Statutory Bonus	13500	1611
Employer's Contribution to Provident Fund	19339	260
Special Allowance	3116	16427
Fixed Emolument	197115	657
Performance Based Incentive*	7885	17083
Total Emoluments (A)	205000	
Benefits B		
Gratuity**	7748	
Employer's contribution of ESI	8445	
Total Benefits (B)	16193	
Cost To Company (CTC): Total (A+B)	221193	
Deductions		1611
Employer's Contribution to Provident Fund		1611
Employee's Contribution to Provident Fund		260
Employee's Contribution to ESI		200
Professional Tax		13401
Net pay		

* **Performance Based Incentive:** A variable pay component is 4% of your fixed salary which is linked to your performance and payable monthly as per your performance rating

** **Gratuity:** Amount is to be paid as per Payment of Gratuity Act, 1972.

In addition to above compensation:

- You will have the potential to earn overtime amount of Rs.1500/- (approx.) per month.
- You can earn incentive of Rs.4,000/- upon clearing international domain certification.

This appointment letter is subject to the following:

1. Background verification Check (being clear)

Name: Mohammed Safwan

Signature: M. Safwan

Place: Bangalore

Date: 16/07/2018


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NH 206, Sagar Road
SHIVAMOGGA-577 204.



63Ideas Infolabs Private Limited.

LETTER OF EMPLOYMENT

(Private & confidential)

Dear **Suryanarayana,**

Based on the interactions with you we are pleased to offer you the position of **Sales Executive - General Trade** in **General Trade** department at **63Ideas Infolabs Private Limited** (hereinafter referred to as "Company"). The key terms & conditions are given below.

- Offer Acceptance, Reporting & Joining date:** Upon your acceptance of the terms hereof, the effective date of joining will be **28 June 2018**. Upon joining you shall be reporting to **City Sales Head**. Please go through the offer letter and provide your acceptance within 2 days from receipt, failing which the offer will be deemed to be considered withdrawn
- Place of Work:** Your initial place of posting will be in **Bangalore**. However, you may be posted/ transferred to any other place or offices of the Company or its affiliates, as the Company may, from time to time, deem necessary
- Background Verification Process:** As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure

Following are the terms and conditions associated with your offer of employment,

1. WORK & DUTIES

The company may depute you for any assignments or change your duties, reporting, responsibilities or designation from time to time or assign your services to any associate company, division, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom the company may make any such arrangement or agreement.

You may be posted/ transferred to any other place or offices of the company or its affiliates, as the company may, from time to time, deem necessary. By such posting, you will be governed by the terms and conditions of service applicable to the new assignment. Further, in the course of your employment, you may be required to undertake such travel as may reasonably be required in connection with the performance of your duties


You agree and acknowledge that the company reserves the right to vary your roles and responsibilities, from time to time to meet its business objectives.

2. REMUNERATION

You shall draw a total remuneration of **300000 (Three Lakh Rupees)**

The company shall make deductions and withholdings of tax or otherwise as may be mandated or required under applicable law from the remuneration. Any tax liability other than withholding taxes arising in respect of the remuneration or income earned by you shall be borne solely by you

63IDEAS INFOLABS PRIVATE LIMITED | Site No. 9, 1st C Main Road, Jakkasandra, Sarjapur Road, Bengaluru - 560 034 CIN : U72200KA2015PTC081330 | care@ninjacart.in | www.ninjacart.in


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Your remuneration has been determined based on numerous factors such as job role, skills, performance, experience, and professional merit. You acknowledge and agree that your remuneration is a matter purely between yourself and the company and you are to keep this information and any changes thereto, strictly **CONFIDENTIAL** under any circumstances. Breach of this clause will lead to termination without notice or compensation.

Your remuneration will be periodically reviewed as per the company's policies. Your increments and promotions shall be at the discretion of the company and will be subject to and on the basis of your Skill, Performance and Behavior

The company may, at any time at its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Variable Pay Policy, incentives, reimbursements & benefits. It will be communicated to all employees from time to time

Details of your remuneration are mentioned in **ANNEXURE I**

3. PROBATION & CONFIRMATION

A probation period will apply for the first **3 months of your employment**. At the end of the aforesaid period, you will be informed on your conduct and performance and if satisfactory, you will be confirmed in the appointed position. However, the Management reserves the right to curtail or extend the probation period in applicable cases.

If, during the probation period, the company determines that you are unfit for employment, company will terminate your employment without any advance notice and with no compensation whatsoever. In such case, it will be liable only for payment for the number of days worked by you

For specific roles, clearing the role specific training programs will enable you to continue the probation period with Ninjacart, failing to clear the training programs would lead to termination without notice pay

4. SEPARATION & TERMINATION


You may terminate your employment by providing, in advance of **60 DAYS (2 months)** notice in an E-mail. You shall not be entitled to terminate earlier without serving notice period, except in the event the company is acceptable to the same. The company in such circumstances, as a condition for acceptance of earlier termination, may order payment by you of amount equal to proportionate amount of salary payable for such days by which the notice period has gotten reduced.

The company will normally continue employment during the notice period. It is the Company's prerogative however, to immediately accept the resignation. Any leaves taken during Notice period may result in extending the notice period to that effect. Privilege leave can be availed during notice period only in case of emergencies and with prior approval from the manager, except on the last working day. In case of a business impact due to such leaves during notice period, notice period may be extended by same number of days.

Unauthorized absence or Absence without permission from duty for a continuous period of **3 days**, company may construe this as an act of abandonment and will proceed with Absconding process as per the HR policy. In such case your employment shall automatically come to an end without any notice of termination or notice pay. company will recover the notice period pay from pending settlement and post that F&F settlement will be done

The company may terminate your employment by giving **30 days** of advance notice or salary in lieu of notice in case of performance issues or business un-certainties. In case any employee is asked to leave the organization due to performance issues and further to the completion of the PIP (Performance Improvement Plan) process, the reporting manager shall ask the employee to initiate resignation. In case of such attrition the relieving date shall be

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decided by the reporting manager of the employee and no recovery shall be done for the short-fall in notice period if any

In case of employees in PIP, termination may come into immediate effect once the PIP period over and if the desired performance levels are not met by the employee. In such case, company is liable only for payment for the number of days worked by you

Your employment may be terminated by the company immediately and without compensation if you commit, repeat or continue any serious breach of your commitment towards the work, obligations hereunder or are guilty of conduct tending to bring yourself or any company in the Group into disrepute or any misconduct in terms of the company's rules and regulations.

Before you leave the company, you may be requested to attend a face-to-face exit Interview with your manager and HR department representative and complete such other procedures as may be specified in the rules and regulations of the company. You are also requested to complete the exit check form and follow through the separation processes and procedures on the last working day with the company.

All company property must be returned to the HR Department including but not limited to office keys, building pass, security card, cabinet keys, corporate/membership cards, laptop, computer, mobile, tablet, mobile SIM, company visiting cards, internet data card, all records and documents, including copies thereof, and any other properties which have been provided to you by the company.

Ninjacart to withhold the whole or any part of the full and final settlement, if the employee is found to have acted in contravention of any of the employment terms (including the duty to work in the best interests of Ninjacart)

You will retire in the normal course from the services of the company at the end of the month in which you attain the age of retirement, which is 58 years.

Any changes to the separation and termination conditions would be updated and published under the "Separation Policy" document. Kindly refer to the same for latest updates

5. PROVIDENT FUND AND GRATUITY

Provident Fund: Both the company and you shall contribute to your provident fund account in accordance with the prevailing statutory requirements and applicable law

Gratuity: You are eligible for payment of gratuity in accordance with the statutory provisions after completion of 5 years in the company

6. PERSONAL INFORMATION

It is your responsibility to notify the company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.

If any information furnished by you in your application for employment or during the selection process, whether with the company or your predecessor employer, is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the company may terminate your services without notice or compensation

7. PUBLIC HOLIDAYS & ANNUAL LEAVE

Public Holidays: You are entitled to public holidays with full pay as per the list of holidays declared on the



company's notice board or in the employee policies of the company or informed to you through any other communication from time to time

Annual Leaves: You shall be entitled to holidays and leave in accordance with the company's employee policies and the rules and regulations of the company. Carry forward of un-availed leave and encashment of leave in case of separation shall be allowed, subject to a maximum no of days as defined in company's employee Leave policies. However, any such availing of leave shall be subject to prior intimation and approval from the supervisor as per the company's employee Leave policies

8. CONFIDENTIAL INFORMATION

You agree and acknowledge that, you shall from the date here of perpetually treat as strictly confidential all confidential information (as defined below) that comes to your knowledge. Further, you shall not copy, reproduce and/or disclose any of the confidential information to any other party without the prior written consent of the company and shall hold the same in trust for the company.

The term confidential information includes but is not limited to

- (a) Information or material proprietary to the company, including information relating to the company and in business affairs, including its trade secrets
- (b) Information of or provided by its customers, clients, vendors, suppliers, consultants or service providers
- (c) Information designated as confidential, or which information is reasonably known to be confidential
- (d) Information created, discovered, developed or made known to the company from the date hereof or arising out of the performance of your obligations ("confidential information")

During, or at any time after the termination of employment with the company, use for self or others, or disclose or divulge to others including your future employees/employers, any trade secrets, confidential information, or any other proprietary data of the company is violation of this agreement. The company may notify any future or prospective employer or third party of the existence of this agreement, and shall be entitled to full injunctive relief for any breach.

This Agreement shall remain in full force and effect with respect to the confidential information without limitation of time.

9. INTELLECTUAL PROPERTY

You agree that all intellectual property, including without limitation, inventions, improvements, discoveries and copyrights ("Intellectual Property") made from the date hereof, either by yourself or jointly with any other person(s), which relate to or are connected or are capable of being used in connection with the company's business activities, is and will become the sole property of the company.

You shall disclose fully to the company such Intellectual Property and any Inventions (as defined below), and at the request and at the expense of the company, take such steps as may be necessary for the company to obtain applicable protection for such Intellectual Property and Inventions. You shall, at the expense of the company (but for no extra consideration), assign absolutely and beneficially all such Intellectual Property (including in connection with the Inventions) to the company or as it may direct.

You hereby further acknowledge that you do not have any right, claim, interest in any Intellectual Property owned or used by the company

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If, before employment with company, you have created any Inventions that you wish not to be subject to this Agreement, you may communicate the same to HR department immediately. Your failure to accordingly communicate the Inventions and attach the same hereto shall constitute a representation by you that you have no such Inventions

"Inventions" includes, but is not limited to, the following: All ideas, circuits, schematics, patterns, compilations, devices, databases, technology, algorithms, trade secrets, mask works, concepts, methodologies, customer lists, goodwill, trademarks, service marks, trade names and general intangibles of like nature, and related know-how which result from work performed (by you or anyone else), all discoveries, developments, designs, improvements, inventions, formulae, processes, methods, works of authorship, articles, books, manuals, techniques, computer software or hardware programs, strategies, know-how and data, whether or not patentable or registerable, and all work product, whether created by you either individually or jointly with others, prior to or in the course of your employment

Your employment with the company is on a whole time basis. While you are in the services of the company, you are not permitted to directly or indirectly, engage yourself or devote any time or attention to any full time or part time employment, trade, business or occupation, with or without remuneration, for any third person or concern (including self-employment). You shall also not undertake or be interested, either directly or indirectly, in any activities, which are contrary to or inconsistent with your employment with the company or the company's interest. You shall devote yourself exclusively to the business of the company. Any breach of this condition on your part may lead to the immediate termination of your employment with the company without notice period or pay

During the course of your employment, if you conceive of any new or advanced methods, inventions, designs or improvements, processes/systems or any other form of intellectual property, in relation to the operation of the company, all such developments shall be communicated to the company and will be and remain the sole right/property of the company and you shall execute documents and do all things necessary to enable the company to obtain all rights to the same

10. RESTRICTIVE COVENANTS

For and in consideration of the compensation to be paid by the company pursuant to the terms hereof, and in recognition of the fact that you shall have access and be privy to confidential Information and other valuable rights of the company, on account of your designation, the sufficiency whereof you hereby acknowledge, you covenant and agree that, based on sole discretion of the company, at any time, during your employment and

for a period of one (1) year thereafter directly carry on or be connected with, as an employee or otherwise in any business, individual, partnership, firm, corporation, limited liability company or other entity for carrying on similar business as the company which may result in competition or have adverse effect to the company's business.

You further agree that, from the date hereof and for a period of one (1) year after the termination of your employment, for any reason whatsoever, you shall not knowingly, directly or indirectly, by yourself or jointly with another, or for or on behalf of any entity, as principal, agent or otherwise: cause, induce or encourage any actual or prospective client, customer, supplier, or licensor of the company (including any existing or former customer of the company and any person that becomes a client or a customer of the company after the date hereof), or any other person who has a business relationship with the company, to terminate or change any such actual or prospective relationship in a manner which would be adverse to the company; circumvent the company in any manner and deal or attempt to deal directly with any or the aforesaid persons or entities; solicit, entice or induce or in any manner attempt to solicit, entice or induce any individual employed by, acting as a consultant to, or serving as a director or officer of, the company or any entity that after the date hereof is employed by or provides a service to conduct the business of the company on the company's behalf to leave such position, engagement or service to become employed by or a consultant to any person (other than company); or approach any person, employee, consultant, director or officer of the company or any prospective client, customer, supplier, or licensor of the company for any of the aforesaid purposes or authorise the taking of such actions by any person or assist or participate with or provide information to any such person in taking such action.



You hereby agree and acknowledge that the above terms are reasonable and necessary to safeguard and protect the company's rights and interest. In the event that any court of competent jurisdiction determines that the extent, duration and/or the geographical scope are unreasonable and that the same, to such an extent is unenforceable, it is agreed that the provision shall remain in full force and effect for the greatest extent, duration and geographical extent that would not render it unenforceable

11. COMPANY POLICIES & REGULATIONS

You must comply with all directions given by the company and you must observe all existing rules, regulations, policies, procedures, practices and arrangements pertaining to the management of the company's properties, works, business and the conduct of the company's employees

12. COMPLIANCE & CODE OF CONDUCT

You are required to observe all relevant corporate policies and regulations which are now in force, or from time to time, published or laid down by the company. Situations that have not been envisaged could arise and the company reserves the right to modify, revoke, suspend, terminate or change in whole or in part, at any time, with or without notice any information in relation to these policies.

Compliance with the company's Code of Conduct is a condition for continued employment and part of your performance appraisal. You should note that no gifts in cash or in kind may be offered to or accepted from any person in the employment of, or connected with, any of the company's employees, clients or the public

13. OTHER TERMS & CONDITIONS OF EMPLOYMENT

You hereby agree:

You will not enter into any outside employment or engage in any private business activities, whether alone or jointly with another, through or on behalf of any person, firm or entity, or through nominees or affiliates, on your own account or as agent for or on behalf of any other person, be directly or indirectly employed, whether as an employee, consultant or any other capacity, without the written consent from the company. Any contravention of this clause may lead to immediate termination without any compensation.

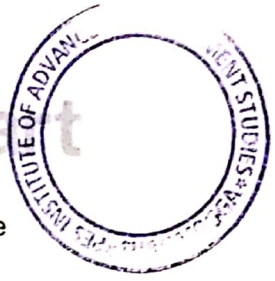
You are not party to or bound by any employment agreement, non-competition agreement or confidentiality agreement with any person or entity other than the company.

As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure.

You will not raise any claim against company or company will not have any liability, obligation or responsibility on account of any misconduct, misbehavior, harm or any kind of damage due to third party (including but not limited to any client, merchant, partner, customer, users or any other person). You shall take reasonable effort to prevent and avoid any misconduct, misbehavior, harm or any kind of damage by third party and only you shall be liable to all consequences including damages, if any, with respect to all such action taken. You shall not be entitled to claim that such action was pursuant to or required as part of your employment, since the company does not endorse or encourage any such behavior or conduct.

14. GOVERNING LAW

This Letter of Employment and the rights, duties and liabilities of the parties hereto shall be construed in accordance with and be governed by the laws of India. Disputes between the company and the Employee shall first be sought to be resolved amicably in accordance with the rules and regulations of the



company. Any disputes that cannot be resolved through amicable discussions shall be subject to the jurisdiction of courts in Bengaluru, Karnataka

15. **MISCELLANEOUS**

Notices: All notices to the company shall be addressed to its head office address. Notices to the Employee shall be addressed to the below address

63Ideas Infolabs Private Limited, 4th Floor, Site No. 9, 1st C Main Road, Sarjapur Road, Jakkasandra, Bengaluru, Karnataka 560034

If any provision of this agreement is or becomes illegal or unenforceable, the parties agree to substitute such provision in a manner that leaves the parties in the same or nearly similar position as if such provision were legal or enforceable. The parties agree that in the event any provision of this agreement is determined to be unenforceable by a court due to its scope, such provision shall be modified to permit its enforcement to the maximum extent permitted by applicable law

The provisions of this agreement may be amended, supplemented or waived only by the written agreement of the parties

If you are agreeable to the above, please acknowledge your acceptance of this Employment Agreement, and its terms and conditions, by signing the copy and returning it to the HR Department under a PRIVATE & CONFIDENTIAL cover within 2 days from the date of this letter

The company reserves the right to amend, add or delete any of the employment terms, including remuneration, due to change in company policy from time to time. Changes of company policy of this nature will be announced in writing and circulated as internal memoranda or displayed on notice boards

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ANNEXURE-I
COMPENSATION PACKAGE

Compensation Details:

ANNEXURE A - SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	161160	13430
Employer PF	19344	1612
Employer ESI	8796	733
Food and Mobile Allowance	24000	2000
CTC	213300	17775
Employee PF	19344	1612
Employee ESI	3240	270
Professional Tax	2400	200
Employer PF	19344	1612
Employer ESI	8796	733
Total Deductions	53124	4427
Net Pay Before Tax	160176	13348
Variable	86700	
Total CTC	300000	

Summary

Component	Monthly Earning
Monthly Fixed Pay	Rs. 13,347

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- **PF contribution** - 12% of Basic pay up to Rs.1800 per month for each employee and employer contribution.
- **Variable Pay** - is a potential earning on your individual performance at your career level. The payout % is based on specific metrics and parameters which will be discussed with you upon joining. Your Variable pay can range anywhere from 0 to 200% and will be paid out subject to you being on the rolls of the company on the date of disbursement of these payouts
- **Variable Payout** - Variable payout for an applicable period will be paid along with the consecutive month salary. In case of monthly variable pay cycle, you will not receive variable pay in the first month salary payout - this will have paid from second month onwards (Eg: JAN month variable pay will be paid in FEB month payroll along with salary)
- **Monthly Fixed Allowance** - Employee who are eligible for the monthly fixed allowance, will be calculated based on number of present days and will be paid accordingly. Allowance will be paid along with consecutive month salary payout
- **Payroll cutoff** - Employee who join us on or before 20th of the month, will be part if same month payroll. If your joining date is on or after 21st of the month, your first month salary would be paid along with second month payout. Salary will be paid on LWD of the month

We welcome you as a member of the team and look forward to your contributions to our success. We believe you will find your career both challenging and rewarding.

The Company, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Yours sincerely, For 63Ideas Infolabs Private Limited,



Vasudevan Chinnathambi | Co-Founder & Director

I, _____ (full name) have read and understood the terms and conditions stated herein and confirmed my acceptance of the offer and its conditions. I also confirm that I have not been convicted of any offence or crime punishable by law.

Signature:

Date:


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JOINING DOCUMENTS

On your joining date, as part of joining formalities please submit the list of documents mentioned below to the HR department

- Photocopies of educational documents from 10th till highest qualification (All marks cards, Pass certificate & Degree/Convocation certificate)
- 3 Passport size photographs
- Relieving letter and Experience certificate from all previous employer
- Recent 3 months' salary statement of last 2 employments, if applicable
- Income tax computation sheet and Form 16
- 2 sets photocopy of Passport, PAN card, Aadhaar card, Driving license and voter ID
- PF number and UAN number for PF formalities
- Personal bank accounts last 2 months' statements/photocopy of passbook
- One cancelled cheque

Kindly be at office at 10 AM on 28 June 2018

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Mohan D <mohan9611@pestrust.edu.in>

**Fw: Letter of Intent - Rishab Sharma - Ref. No.: 7577509**

1 message

rishab sharma <rishab_sharma007@yahoo.in>
 Reply-To: rishab sharma <rishab_sharma007@yahoo.in>
 To: "mohan9611@pestrust.edu.in" <mohan9611@pestrust.edu.in>

Wed, Oct 14, 2020 at 5:04 PM

Sent from Yahoo Mail on Android

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

From: "careers@wipro.com" <careers@wipro.com>
To: "rishab_sharma007@yahoo.in" <rishab_sharma007@yahoo.in>
Cc: "manager.campus@wipro.com" <manager.campus@wipro.com>
Sent: Thu, 12 Apr 2018 at 1:53 pm
Subject: Letter of Intent - Rishab Sharma - Ref. No.: 7577509

Campus - Letter Of Intent**April 12, 2018**Dear **Rishab Sharma,**

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Systems Administrator which will be in the Career Band A3 of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR) <>
Basic	5,250
HRA	2,630
Commutation Allowance	1,600
Bonus	1,400
Wipro Benefits Plan (WBP)	1,856
Additional Allowance	-
Total Fixed Cash	12,736
PF (Employer Contribution)	630
Gratuity	279
Total Fixed Compensation	13,645
Other Compensation Benefits	
Health Benefit (Medical)	-
ESI	605
Variable Pay	
Target Variable Pay	750
Target Cost to Company per month	15,000
Total Cost to Company per annum	180,000

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by accepting the contents of this communication. Your communication of interest is a precondition to the issuance offer of appointment.

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 SHIVAMOGGA-577 204.

10/15/2020

PESITM, Shivamogga Mail - Fw: Letter of Intent - Rishab Sharma - Ref. No.: 7577509

Please login to your Candidate Desktop and accept the offer.

Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Global Campus Head



The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com

A handwritten signature in green ink, appearing to be "Xes" followed by a long diagonal stroke.

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Perfios

Perfios Software Solutions
No. 50/5-25, 5th Floor, Indira Nagar,
Laxmi Nagar Road, Adugodi, Bangalore - 560025
Tel: +91-80-46249600
www.perfios.com
CIN: U72200KA2011PTC001104



26th March 2018

Dear **THANU GURIA**,

We are pleased to offer you a "Consultant - Credit Analyst" position at our Bangalore office for approximately one year from April 10th, 2018 this contract is extendable to one more year based on your performance and hired as employees after completion of successful 2 years.

The Company shall pay the Consultant an aggregate amount of Rs. 20,000/- (Rupee Twenty Thousand Only) including All Taxes & Duties per month as Consideration for providing Services.

More details would be shared to you at the time of joining the organization.

You need to get below documents on the date of your joining

1. Aadhar Card copy
2. Pan Card copy
3. All marks sheet - 10th, 12th and degree
4. Bank A/c details - Name, a/c no, branch and IFSC code

*Original for verification

Office Address:
Perfios Software Solutions Private Limited
MS 1, "Anandhys", 1st Floor, 100 Ft. Road,
5th Block, Koramangala - 560095

Joining time: 10.00 am

With best regards,

Sincerely,

Srinivas K.V
Director - Engineering

Principal

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2020.10.14 12:36



Date: 6th February 2018

Aravind Gowindraj

Dear Aravind

This has reference to the discussions you had with us. This is to confirm our intent to offer you a position as per the details below.

Designation: Process Associate

Emoluments A	Per Annum
Basic	96302
House Rent Allowance	48151
Statutory Pay	8900
Special Allowance	13006
Conveyance Allowance	19200
Employer's Contribution to Provident Fund	11556
Fixed Emolument	197115
Performance Based Incentive	7885
Emoluments Total (A)	205000
Benefits B	
Employer's contribution to ESI	8815
Medical Insurance Premium	0
Gratuity	4630
Benefits Total (B)	13445
Cost To Company (CTC): Total (A+B)	218445

*Compensation would be as per company prevailing policies.

Date of joining: (July/August/September 2018) Tentative

(* - Based on completion of exams and as per business requirement)

Your place of work will be at Bangalore and you will be expected to attend the office during the working hours as decided by the company.

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Gallagher Service Center LLP

Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspace IT Park, Vimannagar, Pune - 411 014, Maharashtra (INDIA) Tel: +91 20 6625 1700

Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amruthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, INDIA Tel: +91 80 5074 204 / 6191 6000

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(Formerly known as Gallagher Operations Support Services Private Limited (GOS))



Your appointment is subject to the following:

1. Back ground check
2. You clearing your final semester/year exams with 50% aggregate

A detailed appointment letter will be issued to you on DOJ.

Looking forward to a long and mutually beneficial association.

Yours faithfully,
For Gallagher Service Center LLP

Shraddha Wadhvani

[Signature]

Shraddha Wadhvani
Deputy Manager- Human Resource

Date:

6/2/18

[Signature]
Principal

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SHIVAMOGGA-577 204.



Gallagher

Insurance | Risk Management | Consulting



Date: 16th July 2018

Mt. / No: Megha Shree Shirdhas

Dear Megha Shree,

We have pleasure in appointing you as **Process Associate**, in our organization. While you will be initially based at our **Bangalore Office**, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. **Date of joining**
Your appointment is effective from the date of joining which shall be as early as but not later than 16th July 2018.
2. **Salary**
Your gross compensation will be **Rs.2,21,193/- (Rupees Two Lakhs Twenty One Thousand One Hundred and Ninety Three Only)** per annum, on a **cost to company (CTC)** basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.
3. **Salary review**
Your salary will be reviewed annually (**January/July**) subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.
4. **Incentive**
You can earn an incentive up to 4% of your Fixed emoluments, i.e. maximum of **Rs.7,855/- p.a.**, which is a part of your total emoluments as mentioned in the annexure and this shall be linked to your performance and shall be governed by the Company rules and policy.
5. **Leave**
You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.
6. **Retirement**
The retirement age is 58 years.
7. **Probation**
You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by '15 days' notice by either party.

Principal

S. Megha Shree

PES Institute of Advanced Management Studies

NH 206, Sagar Road

Gallagher Service Center LLP

Regd. Office: 401, **ASHVAMOGGA-597-204**, Gigaspace IT Park, Vimannagar, Pune - 411 014, Maharashtra (INDIA) Tel. +91 20 6625 1700

Bangalore Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amulthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, (INDIA) Tel No. +91 80 4034 3434 / 6191 6000

LLPIN: AAI-5010 - ('Registered with Limited Liability')

(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)



On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on 30 days' notice by either party.

8. **Other Work**

Your position is a **whole time employment** with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

9. **Working hours**

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

10. **Responsibilities**

You will always need to be aware of the responsibilities and duties attached to your position and conduct yourself accordingly. Your work in the Company will be subject to the rules and regulations of the Organization as promulgated and modified from time to time in relation to conduct, discipline and other conditions of service.

11. **Travel**

You will be required to undertake travel on the Company's work and your travel expenses will be reimbursed as per the travel policy and rules applicable to your level.

12. **Confidential information**


12.1 "Confidential information" shall mean and include, but not be limited to the Company's product schematics, drawings, software (object code & source code), data, database, product plans, designs, protocols, prices, finances, marketing plans, business opportunities, personnel related information, sales and customer information, business policies, practices and strategies, information received from other entities which the Company is obligated to keep confidential, and research and development results which have not been:

- previously published or disclosed to the general public;
- previously available without restrictions; and
- which information the Company desires to protect against unrestricted disclosure or use.

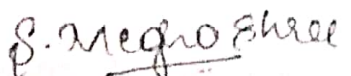
12.2 "Confidential information" will however, not include information that:

- is or enters the public domain through no fault of yours
- is known and has been reduced into tangible form by you prior to the time of disclosure
- is independently developed by you without access to or use of the proprietary information
- is generally made available to you by the Company without restriction on disclosure or
- is disclosed by you with the Company's written consent.

12.3 You will not at any time, without the written consent of a Director, make copies or disclose or divulge or make public, except on legal obligations, any information


Principal

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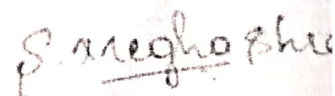


regarding the Company's affairs, administration, software or project being carried whether the same may be confined to you or become known to you in the course your service or otherwise.

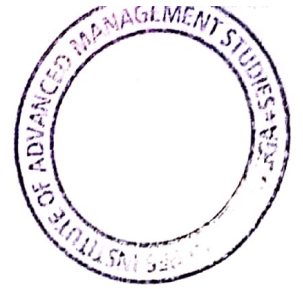
- 12.4 By accepting the present terms of appointment, you are acknowledging that the Company is the proprietor of the confidential information as detailed in paragraph 12.1.
- 12.5 By accepting the present terms of appointment, you are further acknowledging that the "Confidential information" as aforesaid, is being exposed to you in trust and that the same would only be used by you for and in the interest of the Company and particularly in order to further the purposes of your employment with the Company. The aforesaid "Confidential Information" will not be used or disclosed by you, during the course of your employment with the Company, for the benefit of any other entity or person, without the written consent of the Board of Directors of the Company.
- 12.6 You will not, after the termination of your employment with the Company, use the "Confidential Information" as aforesaid, either personally or during the course of employment with your future employers.
- 12.7 You acknowledge that the restrictions imposed under the present terms of employment are reasonable and are necessary in order to protect the Company's legitimate interests and that the violation by you of these restrictions would cause damage to the Company entitling it to, *inter alia*, injunctive relief.
- 13. **Intellectual Property Rights**
- 13.1 "Intellectual Property Rights" shall mean all intellectual property (whether registered or not registered) created, developed or acquired by the Company in respect of its products, including but not limited to copyrights, trademarks, designs, trade secrets, confidential information and patents.
- 13.2 You acknowledge the ownership of the Company in respect of all Intellectual Property associated with its products and undertake that you will not, either during or after the termination of your employment with the Company, infringe, cause to infringe or abet the infringement of these rights.
- 13.3 The ownership of any Intellectual Property that you may create or develop for the Company, during the course of your employment, will vest in the Company, for all territories in the world and for their entire term of protection, your remuneration being adequate consideration.
- 14. **Protection of interest**
If you conceive any new or advanced methods of improving processes, systems or software in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the Company.
- 15. **Past records**
If any declaration given or information furnished to the Company prove to be false or if you are to have willfully suppressed any material information or if you violate any of the terms and conditions of appointment, in such case, you will be liable to be removed from services without any notice.


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16. **Termination notice**

On successful completion of the service agreement / Probation your employment is terminable by one months (30 days) notice on either side or either Party is not bound to give any reason thereof. Your release/relieving will be subject to you serving the one months notice period and satisfactory handing over of your duties, responsibilities, company documents, company assets, etc. to the company.

- a. The offer is subjected to clearing your Graduation Degree exams with minimum aggregate score of 50% or more.
- b. Failing to achieve the mentioned percentage as per clause 16 (a) will lead to termination of the offer and association with us with immediate effect.

17. **After termination**

On termination of employment you will immediately deliver-up to the Company all its properties including correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, floppy diskettes, magnetic media, effects or records, etc. and shall not make copies or retain any of these items.

18. **Abandonment**

You shall be punctual and regular in your attendance. If you remain absent for 2 consecutive days or over-stay beyond sanctioned leave by 2 or more consecutive days, you shall be deemed to have voluntarily separated / abandoned from the services of the Company and lose right on the job.

19. **Conditional offer**

This is a conditional offer subject to successful completion of Background verification. You'll be intimated once these formalities are completed.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter.

Yours Sincerely,
For GALLAGHER OPERATIONS CENTER LLP


VIKRANT GUNE
Senior Service Delivery Manager - HR



Annexure

Emoluments A	Per Annum	Per Month
Basic	151160	13430
Prorata Statutory Bonus	13500	1125
Employer's Contribution to Provident Fund	19339	1611
Special Allowance	3116	260
Fixed Emolument	197115	16427
Performance Based Incentive*	7885	657
Total Emoluments (A)	205000	17083
Benefits B		
Gratuity**	7748	
Employer's contribution of ESI	8445	
Total Benefits (B)	16193	
Cost To Company (CTC): Total (A+B)	221193	
Deductions		
Employer's Contribution to Provident Fund		1611
Employee's Contribution to Provident Fund		1611
Employee's Contribution to ESI		260
Professional Tax		200
Net pay		13401

* Performance Based Incentive: A variable pay component is 4% of your fixed salary which is linked to your performance and payable monthly as per your performance rating.

** Gratuity: Amount to be paid as per Payment of Gratuity Act, 1972.

In addition to above compensation:

- You will have the potential to earn overtime amount of Rs. 1500/- (approx.) per month.
- You can earn incentive of Rs. 4,000/- upon clearing international domain certification.

This appointment letter is subject to the following:

1. Background verification Check (bring clear)

Name: Megha Shree S

Signature: S Megha Shree

Place: Bangalore

Date: 16/09/2018

Principal

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NH 206, Sagar Road
SHIVAMOGGA-577 204.



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Insurance | Risk Management | Consulting



Date 6th February 2018

Snehal Suresh Kumar Jain

Dear Snehal

This has reference to the discussions you had with us. This is to confirm our intent to offer you a position as per the details below.

Designation: Process Associate

Emoluments A	Per Annum
Basic	96307
House Rent Allowance	48151
Statutory Pay	8900
Special Allowance	13000
Conveyance Allowance	19200
Employer's Contribution to Provident Fund	11556
Fixed Emoluments	197115
Performance Based Incentive	7885
Emoluments Total (A)	205000
Benefits B	
Employer's contribution to ESI	8815
Medical Insurance Premium	0
Gratuity	4630
Benefits Total (B)	13445
Cost To Company (CTC):	Total (A+B)
	218445

* Compensation would be as per company prevailing policies.

Date of joining: (July/August/September 2018) Tentative

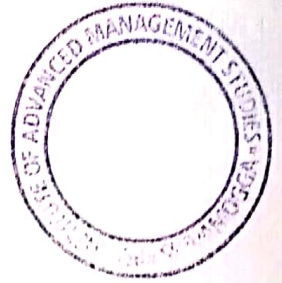
(* - Based on completion of exams and as per business requirement)

Your place of work will be at Bangalore and you will be expected to attend the office during the working hours as decided by the company

Snehal

Gallagher Service Center LLP

[Signature]
Principal



Your appointment is subject to the following:

1. Back ground check
2. You clearing your final semester/year exams with 50% aggregate

A detailed appointment letter will be issued to you on DOJ.

Looking forward to a long and mutually beneficial association.

Yours faithfully,
For Gallagher Service Center LLP

Shraddha Wadhvani

Shraddha Wadhvani
Deputy Manager- Human Resource

Date: 6/2/18

[Signature]
Principal

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NH 206, Sagar Road
SHIVAMOGGA-577 204.



Gallagher

Insurance | Risk Management | Consulting



Date: 16th July 2018

Mr. / Ms. Uthkarsha Kukkunkalige Prabhakar

Dear Uthkarsha,

We have pleasure in appointing you as **Process Associate**, in our organization. While you will be initially based at our **Bangalore Office**, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. **Date of joining**

Your appointment is effective from the date of joining which shall be as early as but not later than 16th July 2018.

2. **Salary**

Your gross compensation will be **Rs.2,21,193/- (Rupees Two Lakhs Twenty One Thousand One Hundred and Ninety Three Only)** per annum, on a **cost to company (CTC)** basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

3. **Salary review**

Your salary will be reviewed annually (**January/July**) subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

4. **Incentive**

You can earn an incentive up to 4% of your Fixed emoluments, i.e. maximum of **Rs.7,885/- p.a.**, which is a part of your total emoluments as mentioned in the annexure and this shall be linked to your performance and shall be governed by the Company rules and policy.

5. **Leave**

You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.

6. **Retirement**

The retirement age is 58 years.

7. **Probation**

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by '15 days' notice by either party.


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Uthkarsha K.P.



On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on '30 days' notice by either party.

8. **Other Work**

Your position is a **whole time employment** with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

9. **Working hours**

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

10. **Responsibilities**

You will always need to be aware of the responsibilities and duties attached to your position and conduct yourself accordingly. Your work in the Company will be subject to the rules and regulations of the Organization as promulgated and modified from time to time in relation to conduct, discipline and other conditions of service.

11. **Travel**

You will be required to undertake travel on the Company's work and your travel expenses will be reimbursed as per the travel policy and rules applicable to your level.

12. **Confidential information**

12.1 "Confidential information" shall mean and include, but not be limited to the Company's product schematics, drawings, software (object code & source code), data, database, product plans, designs, protocols, prices, finances, marketing plans, business opportunities, personnel related information, sales and customer information, business policies, practices and strategies, information received from other entities which the Company is obligated to keep confidential, and research and development results which have not been :

- previously published or disclosed to the general public;
- previously available without restrictions; and
- which information the Company desires to protect against unrestricted disclosure or use.

12.2 "Confidential information" will however, not include information that:

- is or enters the public domain through no fault of yours
- is known and has been reduced into tangible form by you prior to the time of disclosure
- is independently developed by you without access to or use of the proprietary information
- is generally made available to you by the Company without restriction on disclosure or
- is disclosed by you with the Company's written consent.

12.3 You will not at any time, without the written consent of a Director, make copies or disclose or divulge or make public, except on legal obligations, any information


Principal

with kousha k P



16. **Termination notice**

On successful completion of the service agreement / Probation your employment is terminable by one month (30 days) notice on either side or either Party is not bound to give any reason thereof. Your release/relieving will be subject to you serving the one month notice period and satisfactory handing over of your duties, responsibilities, company documents, company assets, etc. to the company.

- a. The offer is subjected to clearing your Graduation Degree exams with minimum aggregate score of 50% or more.
- b. Failing to achieve the mentioned percentage as per clause 16 (a) will lead to termination of the offer and association with us with immediate effect.

17. **After termination**

On termination of employment you will immediately deliver-up to the Company all its properties including correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, floppy diskettes, magnetic media, effects or records, etc. and shall not make copies or retain any of these items.

18. **Abandonment**

You shall be punctual and regular in your attendance. If you remain absent for 2 consecutive days or over-stay beyond sanctioned leave by 2 or more consecutive days, you shall be deemed to have voluntarily separated / abandoned from the services of the Company and lose right on the job."

19. **Conditional offer**

This is a conditional offer subject to successful completion of Background verification. You'll be intimated once these formalities are completed.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter.

Yours Sincerely,
For GALLAGHER OPERATIONS CENTER LLP

A handwritten signature in green ink, appearing to be "K.P.", written over a horizontal line.

Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.

A handwritten signature in black ink, appearing to be "Vikrant Gune", written over a horizontal line.

VIKRANT GUNE

Senior Service Delivery Manager – HR

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment.

Date: 16-07-18

Signature: *Uthkarsh K.P.*



Your appointment is subject to the following:

1. Back ground check
2. You clearing your final semester/year exams with 50% aggregate

A detailed appointment letter will be issued to you on DOJ.

Looking forward to a long and mutually beneficial association.

Yours faithfully,
For Gallagher Service Center LLP

Shraddha Wadhvani

with karsha K.P.

[Signature]

Shraddha Wadhvani
Deputy Manager- Human Resource

Date: 6/2/18

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PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



Date: 6th February 2018

Pranil Raju

Dear Pranil

This has reference to the discussion you had with us. This is to confirm our intent to offer you a position as per the details below.

Designation: Process Associate

Emoluments A		Per Annum
Basic		36302
House Rent Allowance		48151
Statutory Pay		8900
Special Allowance		13005
Conveyance Allowance		19200
Employer's Contribution to Provident Fund		11556
Fixed Emolument		1971.5
Performance Based Incentive		7885
Emoluments Total (A)		205000
Benefits B		
Employer's contribution to ESI		8815
Medical Insurance Premium		0
Gratuity		4630
Benefits Total (B)		13445
Cost To Company (CTC):	Total (A+B)	218445

* Compensation would be as per company prevailing policies.

Date of joining: (July/August/September 2018) Tentative

(* - Based on completion of exams and as per business requirement)

Your place of work will be at Bangalore and you will be expected to attend the office during the working hours as decided by the company

Gallagher Service Center LLP

Regd. Office: 401 A B C D E F and G Delta #2, GIGASPAC, 1st Phase, Vittal Nagar, HSR, 41st 114, Mahanagar, BANGALORE, Karnataka, India. Phone: +91 80 6625 1700

Branch Office: 1st Floor, 17th Mile, 1st & 2nd Floor, International Airport Road, 1st Phase, Kalyaneshwari, Bengaluru, 560 032 (INDIA) Tel No: +91 80 4 430 7000

LLPIN: AM 10 - (Registered with Limited Liability)

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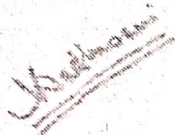
Your appointment is subject to the following:

1. Back ground check
2. You clearing your final semester/year exams with 70% aggregate

A detailed appointment letter will be issued to you on DOJ.

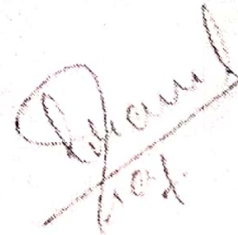
Looking forward to a long and mutually beneficial association.

Yours faithfully,
For Gallagher Service Center LLP



Shraddha Wadhvani
Deputy Manager- Human Resource

Date: 6/2/18

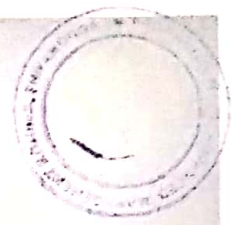


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NH 206, Sagar Road
SHIVAMOGGA-577 204.



Date: 6/07/18

Mr./Ms. Sapna Kumar Iyer

Dear Sapna,

We have pleasure in appointing you as **Process Assistant** in our organization. While you will be initially based at our **Shimoga Office**, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. **Date of joining**
Your appointment is effective from the date of joining which shall be as early as but not later than _____.
2. **Salary**
Your gross compensation will be **Rs.2, 10,150 /-(Rupees Two Lack Ten thousand One Hundred Fifty)** per annum, on a **cost to company (CTC)** basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.
3. **Salary review**
Your salary will be reviewed annually (**January/July**) subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.
4. **Leave**
You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.
5. **Retirement**
The retirement age is 58 years.
6. **Probation**
You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by '**15 days**' notice by either party.
On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on '**30 days**' notice by either party.


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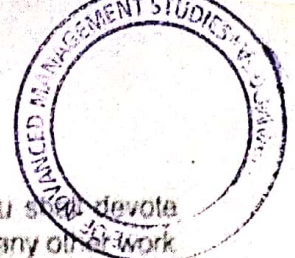
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SHIVAMOGGA-577 204.

Sapna K. Iyer

Gallagher Service Center LLP

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Bengaluru, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amrathahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, (INDIA) Tel No: +91 80 4034 3434 / 6191

LLPIN: AAL-5010 - (Registered with Limited Liability)



7. **Other Work**
Your position is a **whole time employment** with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

8. **Working hours**
You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand

9. **Responsibilities**
You will always need to be aware of the responsibilities and duties attached to your position and conduct yourself accordingly. Your work in the Company will be subject to the rules and regulations of the Organization as promulgated and modified from time to time in relation to conduct, discipline and other conditions of service.

10. **Travel**
You will be required to undertake travel on the Company's work and your travel expenses will be reimbursed as per the travel policy and rules applicable to your level.

11. **Confidential information**
11.1 "Confidential information" shall mean and include, but not be limited to the Company's product schematics, drawings, software (object code & source code), data, database, product plans, designs, protocols, prices, finances, marketing plans, business opportunities, personnel related information, sales and customer information, business policies, practices and strategies, information received from other entities which the Company is obligated to keep confidential, and research and development results which have not been :

- previously published or disclosed to the general public;
- previously available without restrictions; and
- which information the Company desires to protect against unrestricted disclosure or use.

11.2 "Confidential information" will however, not include information that:

- is or enters the public domain through no fault of yours
- is known and has been reduced into tangible form by you prior to the time of disclosure
- is independently developed by you without access to or use of the proprietary information
- is generally made available to you by the Company without restriction on disclosure or
- is disclosed by you with the Company's written consent.

Principal

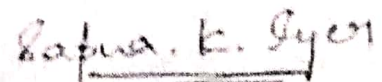
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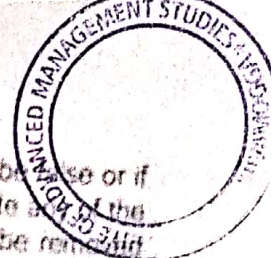


- 11.3 You will not at any time, without the written consent of a Director, make copies, disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, administration, software or project being carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.
- 11.4 By accepting the present terms of appointment, you are acknowledging that the Company is the proprietor of the confidential information as detailed in paragraph 12.1
- 11.5 By accepting the present terms of appointment, you are further acknowledging that the "Confidential information" as aforesaid, is being exposed to you in trust and that the same would only be used by you for and in the interest of the Company and particularly in order to further the purposes of your employment with the Company. The aforesaid "Confidential Information" will not be used or disclosed by you, during the course of your employment with the Company, for the benefit of any other entity or person, without the written consent of the Board of Directors of the Company
- 11.6 You will not, after the termination of your employment with the Company, use the "Confidential Information" as aforesaid, either personally or during the course of employment with your future employers
- 11.7 You acknowledge that the restrictions imposed under the present terms of employment are reasonable and are necessary in order to protect the Company's legitimate interests and that the violation by you of these restrictions would cause damage to the Company entitling it to, *inter alia*, injunctive relief.
- 12 **Intellectual Property Rights**
- 12.1 "Intellectual Property Rights" shall mean all intellectual property (whether registered or not registered) created, developed or acquired by the Company in respect of its products, including but not limited to copyrights, trademarks, designs, trade secrets, confidential information and patents.
- 12.2 You acknowledge the ownership of the Company in respect of all Intellectual Property associated with its products and undertake that you will not, either during or after the termination of your employment with the Company, infringe, cause to infringe or abet the infringement of these rights.
- 12.3 The ownership of any Intellectual Property that you may create or develop for the Company, during the course of your employment, will vest in the Company, for all territories in the world and for their entire term of protection, your remuneration being adequate consideration.
13. **Protection of Interest**
If you conceive any new or advanced methods of improving processes, systems or software in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the Company


Principal

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SHIVAMOGGA-577 204.





14. **Past records**
 If any declaration given or information furnished to the Company prove to be false or if you are to have willfully suppressed any material information or if you violate any of the terms and conditions of appointment, in such case, you will be liable to be removed from services without any notice.

15. **Termination notice**
 On successful completion of the service agreement / Probation your employment is terminable by one months (30 days) notice on either side or either Party is not bound to give any reason thereof. Your release/relieving will be subject to you serving the one months notice period and satisfactory handing over of your duties, responsibilities, company documents, company assets, etc. to the company.

16. **After termination**
 On termination of employment you will immediately deliver-up to the Company all its properties including correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, floppy diskettes, magnetic media, effects or records, etc. and shall not make copies or retain any of these items.

17. **Abandonment**
 You shall be punctual and regular in your attendance. If you remain absent for 2 consecutive days or over-stay beyond sanctioned leave by 2 or more consecutive days, you shall be deemed to have voluntarily separated / abandoned from the services of the Company and lose right on the job."

18. **Conditional offer**
 This is a conditional offer subject to successful completion of Background verification. You'll be intimated once these formalities are completed.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter.

Yours Sincerely,
 For GALLAGHER OPERATIONS SUPPORT SERVICES PVT. LTD.

Shraddha Wadhvani

**SHRADDHA WADHWANI
 DEPUTY MANAGER - HR**

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment.

Date: 6/7/19

Signature: *Sapna K. Saje*

[Signature]
Principal

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 NH 206, Sagar Road
 SHIVAMOGGA-577 204.



PES IAMS

ಪಿಇಎಮ್‌ಎಸ್ ಇನ್‌ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ವಾನ್ಸ್‌ಡ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಸ್ಟಡೀಸ್

(ಉಪವಿಭಾಗೀಯ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದ
ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

Phone: 8147053084
8147053085

PES Institute of Advanced Management Studies

email : principaliams@pestrust.edu.in (Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)
: pesiams@pestrust.edu.in
Website : pestrust.edu.in/pesiams N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

Average percentage of placement of outgoing students during the last five years

Placement details - 2016-2017

Sl. No.	Student Name	Program Graduated from	Name of the Employer
1	LIKITH R K	BCA	Concentrix
2	SHWETHA J	BCA	Concentrix
3	ABHIJITH S	B.Com	Concentrix
4	BHOOMIKA J JAIN	B.Com	Concentrix
5	CHAITHANYA S	B.Com	Concentrix
6	RAKSHITHA KAWAD	B.Com	Concentrix
7	RUCHIKA V JAIN	B.Com	Concentrix
8	TEJAL	B.Com	Concentrix

Principal

PES Institute of Advanced Management Studies,
NH 206, Sagar Road
SHIVAMOGGA-577 204



College/Institute Name: PESIAMS
Shimoga

Date: 23/02/2017

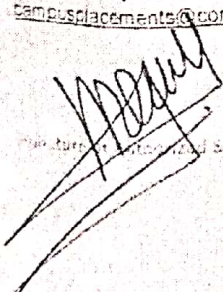
Subject: Expression of Interest - Campus

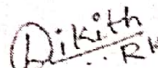
Dear Liketh. R. K

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of < Practitioner > provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from Concentrix Daksh Services India Private Limited (hereinafter, Concentrix/ Company). The detailed terms and conditions of employment will be contained in an offer letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations
2. You will be required to bring the following documents at the time of joining: (i) the Original copy of this letter; (ii) the Originals and 2 set of photocopies of the documents mentioned in Annexure 1 (Document Checklist).
3. This Expression of Interest shall remain valid for a period of 30 days from the date of your Final Examination. Considering the candidature beyond the 30 day period would be as per the requirement in the organization.

On submission of the above-mentioned documents, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining. If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice. We encourage you to contact us at campusplacements@concentrix.com at least a week prior to your coming to our office.


Signature of Concentrix


Signature of Candidate

CNX/REC/ART/AGHR/EO/3.0

Concentrix Daksh Services India Private Limited
(Formerly known as IEM Daksh Business Process Services Private Limited)
Registered Office: Unit # 101, Westwood Mall, 1st Floor, 3rd Level, Main Najafgarh Road, District Centre, Janakpuri, New Delhi - 110058
Corporate Identity Number: U72200DL1999PTC102972
Phone: 91-124-4626100 Fax: 91-124-4263311
Email: info.india@concentrix.com Website: www.concentrix.com


Principal

PES Institute of Advanced Management
NH 206, Sagar Road
SHIVAMOGGA-577 212



College/Institute Name: PESIAMS
Shivamogga

Date: 23-02-2017

Subject: Expression of Interest - Campus

Dear Shwetha J

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of Practitioner provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from Concentrix Daksh Services India Private Limited (hereinafter, 'Concentrix/ Company'). The detailed terms and conditions of employment will be contained in an offer letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

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3. This Expression of Interest shall remain valid for a period of 30 days from the date of your Final Examination. Considering the candidature beyond the 30 day period would be as per the requirement in the organization.


On submission of the above-mentioned documents, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining. If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice. We encourage you to contact us at campusplacements@concentrix.com at least a week prior to your coming to our office.

Signature of Authorized Signatory

Signature of Candidate

CNX/REC/ART/AGHR/EOI/30

Concentrix Daksh Services India Private Limited
(Formerly known as JBN Daksh Business Process Services Private Limited)
Registered Office: Unit # 101, Western Mall, 1st Floor, 3rd Level, Main Naalgah Road, District Centre, Jankpura, New Delhi - 110058
Corporate Identity Number: U72200DL1999PTC102972
Phone: 91-124-4635100 Fax: 91-124-4263311
Email: info.india@concentrix.com Website: www.concentrix.com


Principal
PES Institute of Advanced Management
NH 206, Sagar Road
SHIVAMOGGA-577 204



College/Institute Name PESIAMS

Shimoga

Date 23/02/17

Subject: Expression of Interest - AMPLUS

Dear Abhishek S.

We are pleased to convey through this Expression of Interest, that you have been considered for the position of Practitioner provided you satisfy all the requirements and fulfill other requirements. This letter is intended only as an overview of the potential of a job from Concentrix Daksh Services India Private Limited (hereinafter "Company"). The detailed terms and conditions of employment will be contained in an offer letter if any, which may be issued by the Company and may contain additional provisions to those herein.

1. Your initial place of work shall be at the company's discretion and can be at any convenient location.
2. You will be required to bring the following documents at the time of joining: in the Original copy of this letter (in the Originals and 2 set of photocopies) (1. Date of Birth Certificate (2. Aadhar Card (3. PAN Card (4. Checklist).
3. This Expression of Interest shall remain valid for a period of 30 days from the date of your Final Examination. Considering the candidate beyond the 30 days period would be as per the requirement of the organization.

On submission of the above-mentioned documents, the Company may issue you an Appointment letter with details of all service terms and conditions and salary structure along with a proposed date of joining. If any information furnished by you in your application or during the selection process is found to be false or misleading, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice. We encourage you to contact us at concentrix@concentrix.com or least a week prior to your joining to our office.

Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.

Concentrix Daksh Services India Private Limited

CONCENTRIX (INDIA) PRIVATE LIMITED



Please note that this letter is not an offer of employment. It is a legal/binding contract of offer for employment shall be made to you at the discretion of the Company, and the Company is not bound to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's acceptance and your acceptance of a legally binding offer of employment.

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

Your sincerely

[Handwritten signature]

Authorized Signatory

VARUN / SRIVASTAVA

Name

Date (dd/mm/yy): 23/02/17

Talent Transformation Business Unit

Concern: Daxsh Services India Private Limited

Name of Candidate Abhijith S

Date (dd/mm/yy): 23/02/17

Signature of Candidate [Handwritten signature]

[Handwritten signature]
Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



College/Institute Name: PES college
Shivanogga

Date: 25/2/17


Subject: Expression of Interest - Campus

Dear **Bhoomika J Jain**

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of < practitioner > provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix' / 'Company'). The detailed terms and conditions of employment will be contained in an offer letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. You will be required to bring the following documents at the time of joining: (i) the Original copy of this letter; (ii) the Originals and 2 set of photocopies of the documents mentioned in Annexure 1 (Document Checklist).
3. This Expression of Interest shall remain valid for a period of 30 days from the date of your Final Examination. Considering the candidature beyond the 30 day period would be as per the requirement in the organization.

On submission of the above-mentioned documents, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining. If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice. We encourage you to contact us at campusplacements@concentrix.com at least a week prior to your coming to our office.


Signature of Authorized Signatory

Bhoomika
Signature of Candidate


Principal

CNX/REC/ART/AGHR/EOI/3.0

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVANOGGA-577204

Concentrix Daksh Services India Private Limited
(Formerly known as IBM Daksh Business Process Services Private Limited)

Registered Office: Unit # 101, Westend Mall, 1st Floor, 3rd Level, Main Najafgarh Road, District Centre, Janakpuri, New Delhi - 110058
Corporate Identity Number: U72200DL1999PTC102972
Phone: 91-124-4635100 Fax: 91-124-4263311
Email: info.india@concentrix.com Website: www.concentrix.com

College/Institute Name: PESIAMS

Shivamogga

Date: 23/02/17

Subject: Expression of Interest - Campus

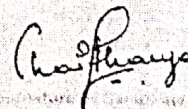
Dear Chaitanya S.

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of < Practitioner > provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from Concentrix Daksh Services India Private Limited (hereinafter, 'Concentrix/ Company'). The detailed terms and conditions of employment will be contained in an offer letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

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2. You will be required to bring the following documents at the time of joining: (i) the Original copy of this letter; (ii) the Originals and 2 set of photocopies of the documents mentioned in Annexure 1 (Document Checklist).
3. This Expression of Interest shall remain valid for a period of 30 days from the date of your Final Examination. Considering the candidature beyond the 30 day period would be as per the requirement in the organization.

On submission of the above-mentioned documents, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining. If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice. We encourage you to contact us at campusplacements@concentrix.com at least a week prior to your coming to our office.


Secretary


Chaitanya S.

CNX/REC/ART/ACHR/EOI/3.0

Concentrix Daksh Services India Private Limited

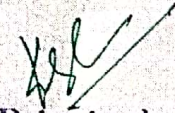
(Formerly known as IBM Daksh Business Process Services Private Limited)

Registered Office: Unit # 101, Western Mail, 1st Floor, 3rd Level, Main Najafgarh Road, District Centre, Delhi

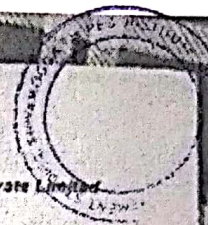
Corporate Identity Number: U72200DL1999PTC102972

Phone: 91-124-4635100 Fax: 91-124-4263311

Email: info.india@concentrix.com Website: www.concentrix.com


Principal

PEI Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



College/Institute Name: PES College PESIAMS
Shivamogga

Date: 23/9/2017

Subject: Expression of Interest - Campus

Dear **Ratshtha Kawad**

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of Prashikhan. This provides you successfully complete your graduation and fulfil other requirements. This letter is intended only as an overview of the potential offer from Concentrix Daksh Services India Private Limited (hereafter, Concentrix Company). The detailed terms and conditions of employment will be contained in an offer letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix location.
2. You will be required to bring the following documents at the time of joining: (i) the Original copy of this letter; (ii) the Originals and 2 set of photocopies of the documents mentioned in Annexure 1 (Documents Checklist).
3. This Expression of Interest shall remain valid for a period of 30 days from the date of your Final Examination. Considering the candidature beyond the 30 day period would be as per the requirement in the organization.

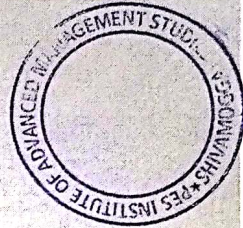
On submission of the above-mentioned documents, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure, along with a proposed date of joining. If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have provided material information regarding your qualifications and experience, the Company may withdraw the selection or interest without any notice. We encourage you to contact us at hr@concentrix.com at least a week prior to your coming to our office.

CIX/REC/AMT/AMT/REC/30

Principal

PES Institute of Advanced Management Studies

Concentrix Daksh Services India Private Limited NH 206, Sagar Road
(Formerly known as IBM Daksh Business Process Services Private Limited)
Registered Office: Unit # 101, Westend Mall, 1st Floor, 3rd Level, Main Najafgarh Road, District of SHIVAMOGGA-577204.
Corporate Identity Number: U72200DL1999PTC102972
Phone: 91-124-4635100 Fax: 91-124-4263311
Email: info.india@concentrix.com Website: www.concentrix.com



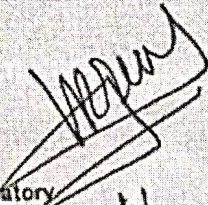
Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

Kindly sign and return a copy of this letter as a token of your acceptance of this Expression of Interest.

Yours sincerely,

Authorized Signatory

Name


Name : VARUN SRIVASTAVA

Date (dd/mm/yy):

23/02/2017

Talent Transformation Business Unit

Concentrix Daksh Services India Private Limited

Name of Candidate: Rakshita Kaurad

Date (dd/mm/yy): 23/02/2017

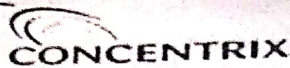
Signature of Candidate: Rakshita



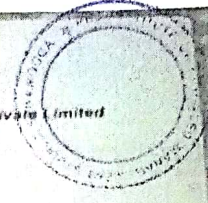
Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204

CNX/REC/ART/AGHR/EOI/3.0



Concentrix Daksh Services India Private Limited
 Infinity Tower B, 5th Floor, Sector - 25A,
 DLF Phase - 2, Gurgaon - 122002,
 Haryana, India
 Tel: +91-124-4359999
 Fax: +91-124-4117351



College/Institute Name: PES college
Shimoga

Date: 23/3/2017

Subject: Expression of Interest - Campus

Dear **RUCHIKA V. JAIN**

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **PRACTITIONER** provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from **Concentrix Daksh Services India Private Limited** (hereinafter 'Concentrix/ Company'). The detailed terms and conditions of employment will be contained in an offer letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

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Signature of Authorized Signatory

Signature of Candidate

CNX/REC/ART/AGHR/E01/3.0

Principal

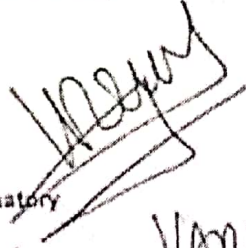
Concentrix Daksh Services India Private Limited PES Institute of Advanced Management Studies
 (Formerly known as IBM Daksh Business Process Services Private Limited) NH 206, Sagar Road

Registered Office: Unit # 101, Westend Mall, 1st Floor, 3rd Level, Main Najafgarh Road, District Centurion, Gurgaon, Haryana - 122002
 Corporate Identity Number: U72200DL1999PTC102972 SHIVAMOGGA-577204
 Phone: 91-124-4635100 Fax: 91-124-4283311
 Email: info.india@concentrix.com Website: www.concentrix.com

Please note that this letter is not an offer of employment or a legally binding contract of employment offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment

Kindly sign and return a copy of this letter as a token of your acceptance of this Expression of Interest.

Yours sincerely,



Authorized Signatory

Name

VAMUN SRIVASTAVA

Date (dd/mm/yyyy):

23/2/2017

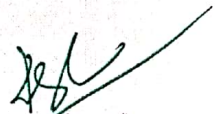
Talent Transformation Business Unit

Concentrix Daksh Services India Private Limited

Name of Candidate: RUCHIKA V. JAIN

Date (dd/mm/yyyy) 23/2/2017

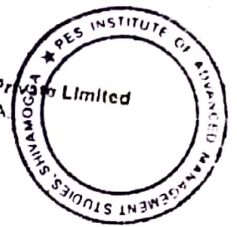
Signature of Candidate: Ruchika



Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.

CNX/REC/ART/AGHR/EOI/3 D



College/Institute Name: PCS IAMS
Shivamogga

Date: 23/02/2017

Subject: Expression of Interest - Campus

Dear Tefal

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of Practitioner provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from Concentrix Daksh Services India Private Limited (hereinafter, Concentrix/ 'Company'). The detailed terms and conditions of employment will be contained in an offer letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

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On submission of the above-mentioned documents, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining. If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice. We encourage you to contact us at campusplacements@concentrix.com at least a week prior to your coming to our office.

Supervisor/Authorized Signatory

Signature of Candidate

Principal
Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.




Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

Kindly sign and return a copy of this letter as a token of your acceptance of this Expression of Interest.

Yours sincerely,

Authorized Signatory

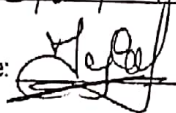
Name


VINUTH SRINASTAVA

Date (dd/mm/yy): 23/02/2017

Talent Transformation Business Unit

Concentrix Daksh Services India Private Limited

Name of Candidate: Tefal
Date (dd/mm/yy): 23/02/2017
Signature of Candidate: 



Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.

CNX/REC/ART/AGHR/EOI/3.0



ಪಿಇಎಮ್‌ಸಿ ಇನ್‌ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ವಾನ್ಸೆಡ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಸ್ಟಡೀಸ್
(ಉಪವಿಭಾಗೀಯ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದ)
ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)



Phone: 8147053084
8147053085

PES Institute of Advanced Management Studies

email : principaliams@pestrust.edu.in
: pesiams@pestrust.edu.in
Website : pestrust.edu.in/pesiams

(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)
N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

**Average percentage of placement of outgoing students during the last
five years Placement details- 2015-2016**

Sl. No.	Student Name	Program Graduated from	Name of the Employer
1	YAMUNA R	BCA	ACCENTURE
2	SHWETHA DIWANJI	BCA	ACCENTURE
3	TEJASWINI B.G	BCA	ACCENTURE
4	CHAITHRA H.V	BCA	Infosys
5	SALMAN KHAN S	BCA	QSPIDERS
6	KALASHREE K M	BCA	QSPIDERS
7	AISHWARYA P.C	BCA	WIPRO
8	BHAGYASHREE B.S	BCA	WIPRO
9	CHAITHRA H.V	BCA	WIPRO
10	DEEPALI N R	BCA	WIPRO
11	MADHURI S NADIG	BCA	WIPRO
12	MAHIN RIYAZ	BCA	WIPRO
13	RASHMI M.A	BCA	WIPRO
14	DARSHAN S	BCA	WIPRO
15	SHANKAR K.S	BCA	WIPRO
16	SHWETHA DIWANJI	BCA	WIPRO
17	SPOORTHI NARAYAN	BCA	WIPRO
18	SURESH S	BCA	WIPRO
19	TEJASWINI B.G	BCA	WIPRO
20	VARSHITHA N	BCA	WIPRO
21	VISHWAS RAIKER	BCA	WIPRO
22	YAMUNA R	BCA	WIPRO
23	SHWETHA DIWANJI	BCA	TECH MAHINDRA


Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204



High performance. Delivered.



Strictly Private and Confidential

20-Jun-2016

Yamuna R R Ranganath

R.Ranganath, Opp. Kere kodamma temple, Nrupatunga nagar, Hosmane, Old town, Bhadravathi- 577301
9663781969

Dear Yamuna,

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

Role - Software Engineering New Associate

Career level - 13

Talent Segment - Software Engineering

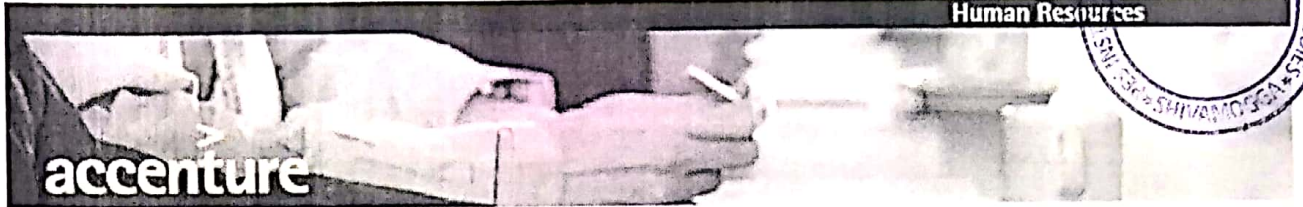
Please refer to:

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

Your employment with Accenture will be governed by the attached 'Terms of Employment'. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with Accenture is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



High performance. Delivered.

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21-Jun-2016

Shwetha Ranganath Diwanji

R.B Divanaji, Mathrushree Nilaya, K.C.Road, Jannapura, Bhadravati- 577301

8105833687

Dear Shwetha,

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

Role - Software Engineering New Associate

Career level - 13

Talent Segment - Software Engineering

Please refer to:

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

Your employment with Accenture will be governed by the attached 'Terms of Employment'. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with Accenture is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



Gmail

PESIAMS COLLEGE <pesiams@gmail.com>

Fwd: Onboarding Venue Details

1 message

14 February 2017 at 22:06

tejaswini gururaj <tejaswinigururaj@gmail.com>
To: pesiams@gmail.com

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

From: <deena.t.belliappa@accenture.com>
Date: Jun 29, 2016 4:12 PM
Subject: Onboarding Venue Details
To:
Cc:

Hi,

It gives me great pleasure in inviting you to the Accenture Onboarding **5-jul-16** this program is aimed at helping you to understand Accenture better.

For completing the joining formalities, please report to the below mentioned address at 9:00 AM on 5-jul-16

Onboarding Venue (Pune)	
Address	Accenture Services Pvt.(PDC-2) Audi
	Building B1 - SEZ Magarpatta
	,Hadapsar
	-Mundhwa Road,Pune-411013.
Onboarding HR	Nandhini MV
Reporting Time-	9 am

<https://mail.google.com/mail/u/0/?ui=2&ik=627f24f4d6&view=pt&search=inbox&th=15a3d7b53344e791&siml=15a3d7b53344e791>

1/4


Principal

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SHIVAMOGGA-577 204.



HRD/InfosysBPO/11300815

30-June-16

Ms. Chaitra

NM

IN

STRICTLY PRIVATE & CONFIDENTIAL

Dear Chaitra,

We refer to your application for employment and the subsequent interview you had with Infosys BPO Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer and to you being medically fit.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

a) Role	:	Process Executive
b) Role designation	:	Process Executive
c) Job Level	:	2B
d) Date of Joining	:	04-July-16
e) Location of Posting	:	Bangalore
f) Gross Salary per month	:	Rs. 12731/-

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

- Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.
- Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working on a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.


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Company Confidential

Page 1 of 12

Sign your name



SOFTWARE TESTING TRAINING INSTITUTE
A Unit of Test Yantra Software Solutions Pvt.Ltd

CIN NO : U72900KA2007PTC044



www.qspiders.com

CALL LETTER

Date: 18/03/16

Dear SALMAN KHAN S,

We are happy to inform you that you have been shortlisted in our screening test. Training in our Incubation center starts from 15 JUNE 2016. On the day of joining we would explain complete program with schedule in detail.

Note:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any of the interviews and placement activities conducted from our end.
- The training includes **Core JAVA, Manual Testing, SQL and Aptitude.**
- No other additional subjects/courses are included in this program.

Rules: Following are the rules for placement activity.

- You should have 90% of classroom and practical attendance/ sessions.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi).
- Complete the given assignments on time.
- Give everyday presentations.
- Bring this offer letter on the first day along with all semester marks cards, 10th & 12th/ PUC and any Government ID proof document.

**This letter is valid only for 15 JUNE 2016. If you come on any other date, free training will not be valid. You may have to pay fees and attend the training. **

Incubation address: Qspiders, Puttanna Chetty complex, I Floor, Bull Temple Road,
Basavanagudi, Bengaluru- 560017

Thanks & Regards,

Qspiders /JSpiders
9845687781/ 9686114422

Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.

Qspiders&JSpiders @ Bangalore | Mysore | Chennai | Pune | Noida | Bhubaneswar | UK- London | US- California



2/18/2017

Gmail - Fwd. Mail to be showed on Joining date (Selected students)



PESIAMS COLLEGE <pesiams@gmail.com>

Fwd: Mail to be showed on Joining date (Selected students)

1 message

kalashree K.M <kalakm25@gmail.com>
To: pesiams@gmail.com

15 February 2017 at 21:48

Dear Students,

This is to remind you all that you will have to come on 29th June @ 11:00AM to Bull temple road QSPIDERS / Basavanagudi QSPIDERS (Exact land mark Ramakrishna Ashram).

Hope everyone will be joining suppose if it is not possible to join just inform us and if the reason is genuine we can help you to join in future, if you are willing so but by paying so personally I would like to suggest you not to miss the opportunity, as a fresher it is the right time to build your carrier.

Many, after completion of their degree will be in search of a job and after wasting their time for 4months or so they realize or by the suggestion of their friends or relatives will decide to do a course this is the story of most of the students who are now in our training center.

As I have seen such many scenarios I suggest you to make use of this opportunity.

Also inform your friends to check their mail who ever has not received can mail or text their Email address to me on 9900075501. If any of your friends want to join QSPIDERS / JSPIDERS send their name, contact number and Email address to me for registration.

Once you reach Bangalore contact me. Kindly inform me if you are attending classes in any other branch and be in contact at-least to inform once you are placed.

Regards,
Shruthi S
Talent Acquisition
Mb.9900075501
QSpiders Software Testing Center
www.qspiders.com

Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204

Campus - Letter Of Intent



October 19, 2015

Dear **Aishwarya Pc,**

Congratulations! We are pleased to inform that you have successfully completed the selection processes conducted by Wipro for the role of Project Engineer. This Letter is to confirm that we intend to offer you this role on the following terms:

- I. Your designation would be Project Engineer, belonging to career band TRB.
- II. You will undergo a training program (classroom/on the job) for 3 months from your date of joining. During this period, you will be paid a stipend of Rs. 11500/- per month. On satisfactory completion of the training you will be assigned to projects in Wipro Limited.
- III. On joining you would be required to sign a training agreement which is applicable to you during the training period and up to two years commencing from the date of completion of the Training period. The agreement requires you to reimburse Rs. 75000 to Wipro, for the cost of training incurred, in the event you exit before the said period.

a. The salary stack for Project Engineer is as given below:

Component	Amount(INR)
Basic	4,550
HRA	2,300
Commutation Allowance	2,500
Wipro Benefits Plan (WBP)	1,608
Total Fixed Cash	10,958
PF (12% of Basic)	550
Gratuity (5.31% of Basic)	242
Total Fixed Compensation	11,750
Health benefit (Medical)	600
Target QPLC (5% of CTC)	650
Target Cost to Company per month	13,000
Total Cost to Company per annum	156,000

b.

c. Over and above these components, depending on your performance during the initial training program you will also be entitled for Additional Allowance. The total monthly gross hence will be as per the following table for different performance categories:

Performance Category	Monthly	Additional	Total Monthly	Total Annual
----------------------	---------	------------	---------------	--------------

[Signature]
Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



	Gross	Allowance	Gross	Gross
Performance Category - 1	13,000.00	2,000.00	15,000.00	180,000.00
Performance Category - 2	13,000.00	1,000.00	14,000.00	168,000.00
Performance Category - 3	13,000.00	-	13,000.00	156,000.00

d.

e. Apart from the standard salary emoluments, Project Engineers are also entitled to unique Company Benefits to assist you in maintaining a healthy work-life balance. The details of the benefits are as follows:

- a. Onetime Interest free loan of Rs. 20,000 towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of Rs. 50,000 towards housing deposits or illness, death in immediate family or self-marriage
- c. Medical assistance Rs. 15,000 per annum or one month's basic whichever is higher
- d. Medical Insurance Coverage up to Rs. 2 lacs per annum.

Kindly note that the above terms are subject to change at our discretion. A detailed appointment letter with the terms and conditions of employment will be issued to you upon successful audit clearance.

Your appointment is subject to the satisfactory verification of the documents and details mentioned in your application form and / or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria.

We look forward to having a long and fruitful relationship with you at Wipro, wish you all the best!

Yours sincerely,

For Wipro Limited,

Rajeev Kumar

Global Head - Campus Hiring

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PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



February 11, 2016

Welcome to WASE

Wipro Academy of Software Excellence
Wipro Limited, Doddaballapur
Sagarput Road, Bangalore - 560 035
Phone: (080) 96440011/12, Fax: (080) 96440256

At: Bhogyaachar, Bt

100, Sri Rangashiksha, Nine 150 Cross, Right Side,
Haldia Vignaya Valley, Old Town, Haldiyathi
Bhadravathi - 577 001
Karnataka

Dear Bhogyaachar, Bt,

Sub: Enrolment letter to WASE as Student - Computer Applications

Welcome to Wipro Technologies!

With reference to your application with Wipro Technologies, it is our pleasure to enroll you as a Student - Computer Applications with the Wipro Academy of Software Excellence ("WASE" or "the Academy").

The duration of this academic study would be 48 months. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WASE and have an enriching experience being a part of Wipro.

Please read through the terms and conditions mentioned in the Annexures.

We look forward to having a long and fruitful relationship with you at Wipro, wish you all the best!

Yours sincerely,

For Wipro Limited,

Rajeev Kumar
Global Head - Campus Hiring

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Signature:

Date:

Page 1/8

Ref No: 5668176

Confidential

Registered Office: Wipro Limited, Doddaballapur, Sagarput Road, Bangalore - 560 035, India. Tel: (080) 96440011/12, Fax: (080) 96440256
Website: www.wipro.com, Email: hr@wipro.com, CIN No: U1100KA1945PL1000009

Principal

PES Institute of Advanced Management Studies

NH 205, Sagar Road
SHIVAMOGGA-577 204.



APPOINTMENT LETTER



March 7, 2016

Ms. **Chaithra Hv**
D/O Varthesh ,Harathalu Post,
Shimoga
Hosanagara-577412
Karnataka

Dear Chaithra Hv,

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer**.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining.
- b. You will be on Probation for a period of 1 year from the date of the appointment. On completion of the probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You agree to be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet. (Please refer Page -8).
- b. Quarterly Performance Linked Compensation (QPLC) - The details of this component are listed in Annexure V (Please refer Page -11). The QPLC program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.
- c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.
Your compensation will be reviewed periodically as per Wipro policy.
- d. Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

Ref No: 5663647

Page 1

Confidential

Registered. Office: Wipro Limited, Doddakannelli, Sarjapur Road, Bangalore – 560 035, India. Tel: 91-80-2844 0011, Fax: 91-80-2844 0054
Website: www.wipro.com, Email: info@wipro.com, CIN No. L32102KA1945PLC020800


Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



February 11, 2016

Welcome to WASE

Wipro Academy of Software Excellence
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bangalore - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Ms. **Deepali Nr**
Rangaswamy,
#3/128 Papertown
Bhadravati - 577301
Karnataka

Dear Deepali Nr,

Sub: Enrolment letter to WASE as Student - Computer Applications

Welcome to Wipro Technologies!

With reference to your application with Wipro Technologies, it is our pleasure to enroll you as a Student - Computer Applications with the Wipro Academy of Software Excellence ("WASE" or "the Academy")

The duration of this academic study would be 48 months. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WASE and have an enriching experience being a part of Wipro.

Please read through the terms and conditions mentioned in the Annexures.

We look forward to having a long and fruitful relationship with you at Wipro, wish you all the best!

Yours sincerely,

For Wipro Limited,

Rajeev Kumar
Global Head - Campus Hiring

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Signature:

Date:

Page 1/8

Ref No: 5668258

Confidential

Registered Office: Wipro Limited, Doddakannelli, Sarjapur Road, Bangalore - 560 035, India. Tel: 91-80-2844 0011, Fax: 91-80-2844 0054
Website: www.wipro.com, Email: info@wipro.com, CIN No. L32102KA1945PLC020800

Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road



February 11, 2016

Welcome to WASE

Wipro Academy of Software Excellence
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bangalore - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Ms. **Madhuris Nadig**
No.151, Sri Krishna, Behind APMC, Kambadevara Extn,
Hosadurga Taluk, Chitradurga Dist.
Hosadurga - 577527
Karnataka

Dear Madhuris Nadig,

Sub: Enrolment letter to WASE as Student - Computer Applications

Welcome to Wipro Technologies!

With reference to your application with Wipro Technologies, it is our pleasure to enroll you as a Student - Computer Applications with the Wipro Academy of Software Excellence ("WASE" or "the Academy")

The duration of this academic study would be 48 months. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WASE and have an enriching experience being a part of Wipro.

Please read through the terms and conditions mentioned in the Annexures.

We look forward to having a long and fruitful relationship with you at Wipro, wish you all the best!

Yours sincerely,

For Wipro Limited,

Rajeev Kumar
Global Head - Campus Hiring

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Signature:

Date:

Page 1/8

Ref No: 5665190

Confidential

Registered. Office: Wipro Limited, Doddakannelli, Sarjapur Road, Bangalore - 560 035, India. Tel: 91-80-2844 0011, Fax: 91-80-2844 0054
Website: www.wipro.com, Email: info@wipro.com, CIN No. L32102KA1945PLC020800

Principal

PES Institute of Advanced Management
NH 206, Sagar Road



2/15/2017

Gmail - Fwd: Letter of Intent - Mahin Riyaz - Ref. No.: 5666703



PESIAMS COLLEGE <pesiams@gmail.com>

Fwd: Letter of Intent - Mahin Riyaz - Ref. No.: 5666703

1 message

Mahi Mehroon <mahiria95@gmail.com>
To: pesiams@gmail.com

15 February 2017 at 15:16

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

From: <manager.campus@wipro.com>
Date: Thu, Oct 15, 2015 at 6:10 PM
Subject: Letter of Intent - Mahin Riyaz - Ref. No.: 5666703
To: mahiria95@gmail.com

Campus - Letter Of Intent

October 15, 2015

Dear Mahin Riyaz,

Congratulations! We are pleased to inform that you have successfully completed the selection processes conducted by Wipro for the role of Project Engineer. This Letter is to confirm that we intend to offer you this role on the following terms:

- I. Your designation would be Project Engineer, belonging to career band TRB.
- II. You will undergo a training program (classroom/on the job) for 3 months from your date of joining. During this period, you will be paid a stipend of Rs. 11500/- per month. On satisfactory completion of the training you will be assigned to projects in Wipro Limited.
- III. On joining you would be required to sign a training agreement which is applicable to you during the training period and up to two years commencing from the date of completion of the Training period. The agreement requires you to reimburse Rs. 75000 to Wipro, for the cost of training incurred, in the event you exit before the said period.

a. The salary stack for Project Engineer is as given below:

Component	Amount(INR)
Basic	4,550
HRA	2,300
Commutation Allowance	2,500
Wipro Benefits Plan (WBP)	1,608
Total Fixed Cash	10,958
PF (12% of Basic)	550
Gratuity (5.31% of Basic)	242
Total Fixed Compensation	11,750
Health benefit (Medical)	600
Target QPLC (5% of CTC)	650
Target Cost to Company per month	13,000
Total Cost to Company per annum	156,000

b. Over and above these components, depending on your performance during the initial training program you will also be entitled for Additional Allowance. The total monthly gross hence will be

<https://mail.google.com/mail/u/0/?ui=2&ik=627f24f4d6&view=pt&search=inbox&th=15a412a6e7f81fec&siml=15a412a6e7f81fec>

Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.

2/15/2017

Gmail - Fwd: Letter of Intent - Mahin Riyaz - Ref. No.: 5666703



as per the following table for different performance categories:

Performance Category	Monthly Gross	Additional Allowance	Total Monthly Gross	Total Annual Gross
Performance Category - 1	13,000.00	2,000.00	15,000.00	180,000.00
Performance Category - 2	13,000.00	1,000.00	14,000.00	168,000.00
Performance Category - 3	13,000.00	-	13,000.00	156,000.00

- c. Apart from the standard salary emoluments, Project Engineers are also entitled to unique Company Benefits to assist you in maintaining a healthy work-life balance. The details of the benefits are as follows:
- Onetime Interest free loan of Rs. 20,000 towards housing deposits or towards purchase of a two wheeler
 - Onetime Interest free contingency loan of Rs. 50,000 towards housing deposits or illness, death in immediate family or self-marriage
 - Medical assistance Rs. 15,000 per annum or one month's basic whichever is higher
 - Medical Insurance Coverage up to Rs. 2 lacs per annum.

Kindly note that the above terms are subject to change at our discretion. A detailed appointment letter with the terms and conditions of employment will be issued to you upon successful audit clearance.

Your appointment is subject to the satisfactory verification of the documents and details mentioned in your application form and / or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria.

We look forward to having a long and fruitful relationship with you at Wipro, wish you all the best!

Yours sincerely,

For Wipro Limited,

Rajeev Kumar

Global Head - Campus Hiring

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<https://mail.google.com/mail/u/0/?ui=2&ik=627f24f4d6&view=pt&search=inbox&th=15a412a6e7f81fec&siml=15a412a6e7f81fec>



PESIAMS COLLEGE <pesiams@gmail.com>

Fwd: Joining Location-confirm

1 message

Rashmi.Mattur <rashmishimoga06@gmail.com>
To: PESIAMS college <pesiams@gmail.com>

15 February 2017 at 15:15

Offer letter from Wipro
----- Forwarded message -----
From: <careers@wipro.com>
Date: 5 Dec 2016 16:35
Subject: Joining Location-confirm
To: <rashmishimoga06@gmail.com>
Cc:

Campus

Dear RASHMI MA,

Greetings from Wipro!

We are pleased to invite you for the onboarding process to complete your pre-joining formalities.

To understand your preferences of posting location and training stream we have enabled the option to choose your preferences by login to synergy candidate desktop Click on "Confirm Joining Location (Please note posting location and training location may differ).

Please note the Date of Joining is when you start the Training, based on your confirmation you will be receiving your reporting date and venue three weeks in advance

Following link will lead you to synergy login page. In case you do not remember your password, you may click on forgot password option. Once you submit your details, you will receive a detailed reporting email three weeks prior to the joining date.

<https://synergy.wipro.com/synergy/WiproCareers.jsp?inner=CampusCandidateLogin>

We are looking forward to having you join Wipro.

Campus Hiring Team,
Wipro Ltd.

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<https://mail.google.com/mail/u/0/?ui=2&ik=627f24f4d6&view=pt&search=inbox&th=15a4129f912bfd9b&siml=15a4129f912bfd9b>



PESIAMS COLLEGE <pesiams@gmail.com>

Fwd: Letter of Intent - S Darshan - Ref. No.: 5666294

1 message

Darshan s gowda <darshansuresha@gmail.com>
To: pesiams@gmail.com

12 February 2017 at 22:02

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

From: <manager.campus@wipro.com>
Date: 15-Oct-2015 7:11 PM
Subject: Letter of Intent - S Darshan - Ref. No.: 5666294
To: <darshansuresha@gmail.com>
Cc:

Campus - Letter Of Intent

October 15, 2015

Dear S Darshan,

Congratulations! We are pleased to inform that you have successfully completed the selection processes conducted by Wipro for the role of Project Engineer. This Letter is to confirm that we intend to offer you this role on the following terms:

- I. Your designation would be Project Engineer, belonging to career band TRB.
- II. You will undergo a training program (classroom/on the job) for 3 months from your date of joining. During this period, you will be paid a stipend of Rs. 11500/- per month. On satisfactory completion of the training you will be assigned to projects in Wipro Limited.
- III. On joining you would be required to sign a training agreement which is applicable to you during the training period and up to two years commencing from the date of completion of the Training period. The agreement requires you to reimburse Rs. 75000 to Wipro, for the cost of training incurred, in the event you exit before the said period.

a. The salary stack for Project Engineer is as given below:

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Basic	4,550
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Commutation Allowance	2,500
Wipro Benefits Plan (WBP)	1,608
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Target Cost to Company per month	13,000
Total Cost to Company per annum	156,000

- b. Over and above these components, depending on your performance during the initial training program you will also be entitled for Additional Allowance. The total monthly gross hence will be as per the following table for different performance categories:

<https://mail.google.com/mail/u/0/?ui=2&ik=627f24f4d6&view=pt&search=inbox&th=15a332b6ca195aea&siml=15a332b6ca195aea>


Principal

1/2

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.

2/13/2017

Gmail - Fwd: Letter of Intent - S Darshan - Ref. No.: 5666294

Performance Category	Monthly Gross	Additional Allowance	Total Monthly Gross	Total Annual Gross
Performance Category - 1	13,000.00	2,000.00	15,000.00	180,000.00
Performance Category - 2	13,000.00	1,000.00	14,000.00	168,000.00
Performance Category - 3	13,000.00	-	13,000.00	156,000.00

- c. Apart from the standard salary emoluments, Project Engineers are also entitled to unique Company Benefits to assist you in maintaining a healthy work-life balance. The details of the benefits are as follows:
- Onetime Interest free loan of Rs. 20,000 towards housing deposits or towards purchase of a two wheeler
 - Onetime Interest free contingency loan of Rs. 50,000 towards housing deposits or illness, death in immediate family or self-marriage
 - Medical assistance Rs. 15,000 per annum or one month's basic whichever is higher
 - Medical Insurance Coverage up to Rs. 2 lacs per annum.

Kindly note that the above terms are subject to change at our discretion. A detailed appointment letter with the terms and conditions of employment will be issued to you upon successful audit clearance.

Your appointment is subject to the satisfactory verification of the documents and details mentioned in your application form and / or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria.

We look forward to having a long and fruitful relationship with you at Wipro, wish you all the best!

Yours sincerely,

For Wipro Limited,

Rajeev Kumar

Global Head - Campus Hiring

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<https://mail.google.com/mail/u/0/?ui=2&ik=627f24f4d6&view=pt&search=inbox&th=15a332b6ca195aea&siml=15a332b6ca195aea>

2/2



Gmail

PESIAMS COLLEGE <pesiams@gmail.com>

Fwd: Wipro Appointment & Medical Letter - Shankar Ks->5663747

2 messages

shankar D S <shankards1993@gmail.com>
To: pesiams@pestrust.edu.in, pesiams@gmail.com

2 February 2017 at 09:55

Forwarded message

From: shankar D S <shankards1993@gmail.com>
Date: Thu, Dec 29, 2016 at 12:28 PM
Subject: Re: Wipro Appointment & Medical Letter - Shankar Ks->5663747
To: campus.offerletters@wipro.com

Sir I had got my appointment letter on March 7th 2016 .I didn't get my joining date till now. I completed my graduation on June 2016, from past 6months I m waiting for the joining date so please Confirm me that when I wl get my joining date .I dont want waste my prescious time sir .

On 07-Mar-2016 12:49 PM, <campus.offerletters@wipro.com> wrote:

Dear Shankar Ks,

Please find the attachment of your Appointment letter and Medical Letter. Kindly carry a copy of the same on the reporting day to complete your joining formalities.

Looking forward to see you on-board!

Please Note: Passport is mandatory for completing joining formalities & you will receive other required documents list along with reporting mailer.

Thanks and Regards,
Campus Offer Generation Team
|Global Campus Hiring Team| Wipro Technologies|

For all your queries reach manager.campus@wipro.com or call on toll free no:- 18001034678 | 8.30 am to 6.00pm Mon-Fri | Wipro does not charge any fee at any stage of the recruitment process and has not authorized agencies / partners to collect any fee for recruitment. Wipro is an equal opportunity employer.

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PESIAMS COLLEGE <pesiams@gmail.com>
To: shankar D S <shankards1993@gmail.com>

2 February 2017 at 16:06

send us your appointment letter
[Quoted text hidden]

https://mail.google.com/mail/u/0/?ui=2&ik=627f24f4d6&view=pt&cat=company%20offer%20letters&search=cat&th=159fd11bcb392b08siml=159fd11bcb392b0... 1/2

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February 11, 2016

Welcome to WASE

Wipro Academy of Software Excellence
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bangalore - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Ms. Shwetha Diwanji
Mathushree Nilaya ,
K.C.Road, Jannapura.
Bhadravati - 577301
Karnataka

Dear **Shwetha Diwanji**,

Sub: Enrolment letter to WASE as Student - Computer Applications

Welcome to Wipro Technologies!

With reference to your application with Wipro Technologies, it is our pleasure to enroll you as a Student - Computer Applications with the Wipro Academy of Software Excellence ("WASE" or "the Academy")

The duration of this academic study would be 48 months. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WASE and have an enriching experience being a part of Wipro.

Please read through the terms and conditions mentioned in the Annexures.

We look forward to having a long and fruitful relationship with you at Wipro, wish you all the best!

Yours sincerely,

For Wipro Limited,

Rajeev Kumar
Global Head - Campus Hiring

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Signature:

Date:

Page 1/8

Ref No: 5644375

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Principal

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APPOINTMENT LETTER



March 7, 2016

Ms. Spoorthi Narayan
Dk 45/B
Near Benne Krishna Circle Newtown.
Bhadravati-577301
Karnataka

Dear **Spoorthi Narayan,**

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer**.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining.
- b. You will be on Probation for a period of 1 year from the date of the appointment. On completion of the probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You agree to be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet. (Please refer Page -8).
- b. Quarterly Performance Linked Compensation (QPLC) - The details of this component are listed in Annexure V (Please refer Page -11). The QPLC program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.
- c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.
Your compensation will be reviewed periodically as per Wipro policy.
- d. Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

Ref No: 5667265

Page 1

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SHIVAMOGGA-577 204.



APPOINTMENT LETTER



March 7, 2016

Mr. Suresh S
Gyarej Camp, Camp.,
R R Project.
Shimoga-577115
Karnataka

Dear **Suresh S,**

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer**.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining.
- b. You will be on Probation for a period of 1 year from the date of the appointment. On completion of the probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You agree to be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet. (Please refer Page -8).
- b. Quarterly Performance Linked Compensation (QPLC) - The details of this component are listed in Annexure V (Please refer Page -11). The QPLC program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.
- c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.
Your compensation will be reviewed periodically as per Wipro policy.
- d. Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

Ref No: 5657848

Page 1

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NH 206, Sagar Road



APPOINTMENT LETTER



March 7, 2016

Ms. Tejaswini Gururaj
Gururaj Br ,General Merchant And Provision Store,
Bukkapatna-572115,Sira(T) Tumkur (D)
Shimoga-577204
Karnataka

Dear **Tejaswini Gururaj,**

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer**.

1. Appointment Details:

- The date of appointment is effective from the date of joining.
- You will be on Probation for a period of 1 year from the date of the appointment. On completion of the probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- The retirement age is 58 years.
- You agree to be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role.

2. Compensation:

You will be eligible for:

- Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet. (Please refer Page -8).
- Quarterly Performance Linked Compensation (QPLC) - The details of this component are listed in Annexure V (Please refer Page -11). The QPLC program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.
- Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.
Your compensation will be reviewed periodically as per Wipro policy.
- Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

Ref No: 5664261

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Page 1


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SHIVAMOGGA-577 204.



March 14, 2016

Welcome to WiSTA

Wipro Software Technology Academy
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bangalore - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Ms. **Varshitha N**
Nanjappa B, Manjushree Nilaya,
1Stross, Gadikoppa,
Shivmogga-577205
Karnataka

Dear Varshitha N,

Sub: Enrolment letter to WiSTA as Student - Computer Applications

Welcome to Wipro Technologies!

With reference to your application with Wipro Technologies, it is our pleasure to enroll you as a Student - Computer Applications with the Wipro Software Technology Academy ("WiSTA")

The duration of the academic study would be 48 months. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WiSTA and have an enriching experience being a part of Wipro.

Please read through the terms and conditions mentioned in the Annexures.

We look forward to having a long and fruitful relationship with you at Wipro, wish you all the best!

Yours sincerely,
For **Wipro Limited**,

Rajeev Kumar
Global Head - Campus Hiring

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on _____ .

Signature:

Date:

Page 1/8

Ref No: 5666097

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APPOINTMENT LETTER



March 7, 2016

Mr. Vishwas S Raiker
Gandhi Bazar.
Upper Keri
Shimoga-577202
Karnataka

Dear **Vishwas S Raiker,**

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer**.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining.
- b. You will be on Probation for a period of 1 year from the date of the appointment. On completion of the probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You agree to be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet. (Please refer Page -8).
- b. Quarterly Performance Linked Compensation (QPLC) - The details of this component are listed in Annexure V (Please refer Page -11). The QPLC program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.
- c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.
Your compensation will be reviewed periodically as per Wipro policy.
- d. Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

Ref No: 5668905

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Page 1


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M Gmail

PESIAMS COLLEGE <pesiams@gmail.com>

Fwd: Letter of Intent - Yamuna R - Ref. No.: 5659468

1 message

Yamuna Iyengar <iyengaryamuna@gmail.com>
To: Pesiams@gmail.com

11 February 2017 at 13:02

Hi,

Please find wipro offer letter

Thanks and Regards
Yamuna R

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

From: <manager.campus@wipro.com>
Date: Thursday, October 15, 2015
Subject: Letter of Intent - Yamuna R - Ref. No.: 5659468
To: iyengaryamuna@gmail.com

Campus - Letter Of Intent

October 15, 2015
Dear Yamuna R,

Congratulations! We are pleased to inform that you have successfully completed the selection processes conducted by Wipro for the role of Project Engineer. This Letter is to confirm that we intend to offer you this role on the following terms:

- I. Your designation would be Project Engineer, belonging to career band TRB.
- II. You will undergo a training program (classroom/on the job) for 3 months from your date of joining. During this period, you will be paid a stipend of Rs. 11500/- per month. On satisfactory completion of the training you will be assigned to projects in Wipro Limited.
- III. On joining you would be required to sign a training agreement which is applicable to you during the training period and up to two years commencing from the date of completion of the Training period. The agreement requires you to reimburse Rs. 75000 to Wipro, for the cost of training incurred, in the event you exit before the said period.

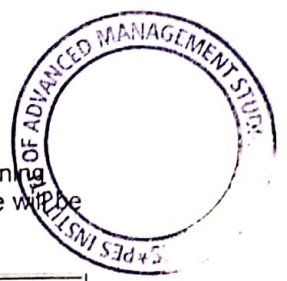
a. The salary stack for Project Engineer is as given below:

Component	Amount (INR)
Basic	4,550
HRA	2,300
Commutation Allowance	2,500
Wipro Benefits Plan (WBP)	1,608
Total Fixed Cash	10,958
PF (12% of Basic)	550
Gratuity (5.31% of Basic)	242
Total Fixed Compensation	11,750
Health benefit (Medical)	600
Target QPLC (5% of CTC)	650
Target Cost to Company per month	13,000
Total Cost to Company per annum	156,000

<https://mail.google.com/mail/u/0/?ui=2&ik=627f24f4d6&view=pt&search=inbox&th=15a2c16aadbeea0d&siml=15a2c16aadbeea0d>

[Signature]
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- b. Over and above these components, depending on your performance during the initial training program you will also be entitled for Additional Allowance. The total monthly gross hence will be as per the following table for different performance categories:

Performance Category	Monthly Gross	Additional Allowance	Total Monthly Gross	Total Annual Gross
Performance Category - 1	13,000.00	2,000.00	15,000.00	180,000.00
Performance Category - 2	13,000.00	1,000.00	14,000.00	168,000.00
Performance Category - 3	13,000.00	-	13,000.00	156,000.00

- c. Apart from the standard salary emoluments, Project Engineers are also entitled to unique Company Benefits to assist you in maintaining a healthy work-life balance. The details of the benefits are as follows:
- Onetime Interest free loan of Rs. 20,000 towards housing deposits or towards purchase of a two wheeler
 - Onetime Interest free contingency loan of Rs. 50,000 towards housing deposits or illness, death in immediate family or self-marriage
 - Medical assistance Rs. 15,000 per annum or one month's basic whichever is higher
 - Medical Insurance Coverage up to Rs. 2 lacs per annum.

Kindly note that the above terms are subject to change at our discretion. A detailed appointment letter with the terms and conditions of employment will be issued to you upon successful audit clearance.

Your appointment is subject to the satisfactory verification of the documents and details mentioned in your application form and / or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria.

We look forward to having a long and fruitful relationship with you at Wipro, wish you all the best!

Yours sincerely,

For Wipro Limited,

Rajeev Kumar

Global Head - Campus Hiring

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Ref: 640355/1397587/JTA

03-AUG-2016

Ms. Shwetha Diwanji
Bhadravati (Kar) - 577301
Mobile: 8105833687

Subject: Offer of Appointment

Dear Ms. **Shwetha Diwanji**

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Jr. Software Engineer at Band 'U' and Sub Band 'U1' under JTA Scheme.**
2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement (ELITE)**" will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 2,05,000 (Rupees Two Lac Five Thousand Only)** Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
 - the academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - meeting the set eligibility criteria at the end of your academic course
 - meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - submission of all necessary legal documentation pertaining to your employment.





7. You are required to sign a **service bond (Draft at Annexure J)** with our organization for a sum of **Indian Rupees 1,00,000/- (Rupees One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of **2 years** from the date of your joining. In case you fail to submit the service bond on the date of joining or such other extended timeline informed to you, the Company reserves the right to terminate your employment by giving a seven days' written notice to you. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **Rs.15,000/- (Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.
8. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.
9. You are required to join on **18-AUG-2016** at the address mentioned in the below Paragraph for training. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. The location of posting would be communicated to you upon successful completion of training.
10. You are requested to report to **Shirley Priyanka N** at **9:00 AM** to complete the joining formalities at **TECH MAHINDRA, SITE NO.44(P), 46(P), KIADB INDUSTRIAL AREA, ELECTRONIC CITY, PHASE - II, BENGALURU 560100**. At the time of joining, you are expected to carry originals of the documents as per **Annexure D** and to submit the copies of the same to the HR Team.
11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
12. Kindly confirm your acceptance of this offer of appointment to **campusjoining@techmahindra.com** by **10-AUG-2016**.

For Tech Mahindra Limited

PK Sharma
Head, Resource Management Group

Encl: Annexure-A & B Salary Structure, **Annexure-C** Important / Indicative Terms & Conditions of Employment, **Annexure-D** Check List of Documents, **Annexure-E** Confidentiality Agreement, **Annexure-F** Medical Self Declaration, **Annexure G** Intellectual property Assignment, **Annexure-H** – General Covenant, **Annexure - I** Acknowledgement, **Annexure J** Indemnity bond.

Date:

Signature:
Shwetha Diwanji

Page 2 of 26

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