Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 70 1

techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001,India
CIN L64200MH1986PLC041370

Ref: 605551/1254045/ELTP **23-JUL-2015**

Ms. Sowmya N
House No. 5689, Nataraju Building,
Behind K.E.B Office, Subash Nagar, Nelamangala,
Bangalore-562123
Phone No: 8553240617

Subject: Offer of Appointment

Dear **Ms. Sowmya N**

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 **Associate Software Engineer** at **Band 'U' and Sub Band 'U1'** under **ELTP 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 3, 07,000 (Rupees Three Lac Seven 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 eligib lity 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.

Principal
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14/5, Chikkasandra, Hesaraghatta Main Road
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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 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 **06-AUG-2015** 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 **RENUKA,P** 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 acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Campus Joining Team (Email id:campusjoining@techmahindra.com)** latest by **30-JUL-2015.**

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:
Sowmya N

Sapthagiri College of Engineering
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ANNEXURE - A

NAME	**Ms Sowmya N**
TITLE	**Associate Software Engineer**
BAND	**U1**
LOCATION	**BENGALURU**

COMPONENTS	**Per Annum** (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)	64,714
HRA (@50% OF BASIC)	32,357
CONVEYANCE	19,200
BONUS / STATUTORY BONUS	12,000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	7,766
FLEXIBLE COMPONENTS OF TFP	79,674
TOTAL FIXED PAY..... (A)	**215,711**
TOTAL VARIABLE PAY (TVP)..... (B)	23,968
ADDITIONAL BENEFITS..... (C)	8,235
GRATUITY	3, 113
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5,122
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	**247, 914**

1. **Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.

2. **Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12, 000
Medical Reimbursement	15, 000

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component. **(Contd...)**

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ANNEXURE A (Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:
   a) **Group Term Life Insurance (GTLI) Coverage**: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakh** to the beneficiary on the unfortunate death of the associate
   b) **Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **Rs. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakh.**
   c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **Rs. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

4. **Deductions:**
   a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
   b) **Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

1. Bonus / Statutory Bonus if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited,

PK Sharma
Head, Resource Management Group

Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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Ref: 605551/1254055/ELTP

04-AUG-2015

Mr. Nagarjun K
No. 13, 7th Cross, 1st Main, KSRTC Layout
Mahadeshwarnagar 2nd Stage, Herohalli Cross
Bangalore-560091
Phone No: 9844716214

Subject: Offer of Appointment

Dear **Mr. Nagarjun K**

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 **Associate Software Engineer** at **Band 'U'** and **Sub Band 'U1'** under **ELTP 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 3, 07,000 (Rupees Three Lac Seven 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.

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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 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.

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Ref: 605551/1254048/ELTP

23-JUL-2015

Ms. Channamma R
#264, 7th Cross, Behind Kuvempu College
T. Dasarahalli Post, (Mallasandra)
Bangalore-560057
Phone No: 8123408659

Subject: Offer of Appointment

Dear **Ms. Channamma R**

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 **Associate Software Engineer** at **Band 'U' and Sub Band 'U1'** under **ELTP 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 3, 07,000 (Rupees Three Lac Seven 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.

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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 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 **06-AUG-2015** 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 **RENUKA,P** 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 acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Campus Joining Team (Email id:campusjoining@techmahindra.com)** latest by **30-JUL-2015.**

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:
Channamma R

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ANNEXURE - A

NAME	**Ms Chanramma R**
TITLE	**Associate Software Engineer**
BAND	**U1**
LOCATION	**BENGALURU**

COMPONENTS	**Per Annum** (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)	64,714
HRA (@50% OF BASIC)	32,357
CONVEYANCE	19,200
BONUS / STATUTORY BONUS	12,000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	7,766
FLEXIBLE COMPONENTS OF TFP	79,674
TOTAL FIXED PAY..... (A)	**215,711**
TOTAL VARIABLE PAY (TVP)..... (B)	23,968
ADDITIONAL BENEFITS..... (C)	8,235
GRATUITY	3, 113
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5,122
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	**247, 914**

1. **Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.

2. **Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12, 000
Medical Reimbursement	15, 000

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component.

(Contd...)

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ANNEXURE A (Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:
   a) **Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs 20 lakh** to the beneficiary on the unfortunate death of the associate
   b) **Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **Rs. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakh.**
   c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **Rs. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

4. **Deductions:**
   a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
   b) **Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited,

PK Sharma
Head, Resource Management Group

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ANNEXURE - B

NAME	**Ms Channamma R**
TITLE	**Associate Software Engineer**
BAND	**U1**
LOCATION	**BENGALURU**

COMPONENTS	**Per Annum** (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)	80,462
HRA (@50% OF BASIC)	40,231
CONVEYANCE	19,200
BONUS / STATUTORY BONUS	12,000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	9,656
FLEXIBLE COMPONENTS OF TFP	1,06,657
TOTAL FIXED PAY.....(A)	**2,68,206**
TOTAL VARIABLE PAY (TVP)..... (B)	29,801
ADDITIONAL BENEFITS..... (C)	8, 993
GRATUITY	3,871
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5,122
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	**307, 000**

1. **Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.

2. **Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12, 000
Medical Reimbursement	15, 000

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component.

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ANNEXURE B(Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:
   a) **Group Term Life Insurance (GTLI) Coverage**: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakh** to the beneficiary on the unfortunate death of the associate
   b) **Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **Rs. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakh.**
   c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **Rs. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

4. **Deductions:**
   a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
   b) **Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc, computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited

PK Sharma
Head, Resource Management Group

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001,India
CIN L64200MH1986PLC041370

ANNEXURE - C

1. **Terms and Conditions**

(a) **Code of Conduct.**

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of The Company.

(b) **Secrecy**

You are expected to maintain utmost secrecy with regard to the affairs of The Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, know-how, or inventions of Tech Mahindra Limited. or its Affiliate, or any client, agent, contractor or vendor. You shall not disclose the identities and other related information of any of its clients.

Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated.

(c) **Conflict of Interest**

Your position with The Company calls for whole time employment and you will 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 on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with The Company, without written permission from The Company. Contravention of this will lead to termination of your services from The Company without any notice, with or without any liability on the part of The Company for payment of any compensation in lieu of such notice as per the procedure mentioned in Section 3.

(d) **Non-Solicitation / Non-Compete**

You acknowledge that you have signed Covenant against Disclosure and Covenant Not to Compete/Non-Solicitation ("Covenant"), which is incorporated into this Agreement by reference and is made a part of this Agreement and that it constitutes an integral part of the terms of your employment. In the Covenant, you have agreed that for a period of twelve months following termination of your employment for any reason whatsoever you also confirm and agree that these restrictions are reasonable and are legitimately required to protect the business interest of the Tech Mahindra Ltd.

i) You will not solicit business and/or sell services/products or build business relationship with customers, you were directly or indirectly involved with, during your tenure in Tech Mahindra Ltd

ii) You will not interfere with its business relations, including but not limited to soliciting or providing services to any of Tech Mahindra's clients (except as directed by Tech Mahindra Ltd), directly or indirectly.

iii) You will not be employed by a client of Tech Mahindra Ltd for which you performed services while employed by Tech Mahindra.

iv) You will not solicit or induce Tech Mahindra Ltd associates to join a client or to compete with Tech Mahindra Ltd.

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

techmahindra.com
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Registered Office:
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Mumbai 400001,India
CIN L64200MH1986PLC041370

v) You undertake not to solicit or induce or endeavor to solicit or induce any consultant, supplier or service provider to cease to deal with the Company and shall not interfere in any way with any relationship between a consultant, a supplier or a service provider and the Company

(e) **Exclusivity of Services, Publications, Gifts/Anti-bribery**

You shall devote all work efforts exclusively to The Company and the furtherance of its interests. Any engagement in additional activities for remuneration or any direct or indirect participation in other enterprises of any kind requires the prior written consent of The Company. The Company's consent shall not be required for ordinary acquisitions of shares or other participation for investment purposes. Membership in the board of directors or supervisory board of other enterprises shall be subject to The Company's prior written consent. Any publications and lectures by you on topics relating to The Company's business or interests shall be subject to The Company's prior written consent.

You agree, to not accept or demand loans, rewards or other benefits, or promises thereof, from The Company's clients or other persons with whom the Associate has official or business contacts in the context of the Associate's activities for The Company, without The Company's prior written consent.

You hereby covenant and undertake that you will:

- not engage in any actions that are, or could be seen to be, bribery of foreign public officials as described in the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, the Foreign Corrupt Practices Act of the United States of America (the "FCPA"), the Anti-Terrorism, Crime and Security Act 2001 and Bribery Act, 2010 of the United Kingdom of Great Britain and Northern Ireland; and
- comply with all United Kingdom, United States, German and other Applicable Law prohibiting bribery and in doing so will provide nothing of value to any government official.
- not directly or indirectly offer or have offered or give or given or agree or agreed to give or given to any person any gift, success fee, rebate or consideration of any kind whatsoever including speed or facilitation money or indulge in any activity as an inducement or reward for influencing or carrying out any act and specifically in relation to any business opportunity or a customer including for the purposes of collection or for showing any favour or disfavour to any person or persons in relation to such performance.

(f) **Confidentiality / Non-Disclosure**

You must return to The Company, upon request, and in any event upon termination of your employment, all documents and tangible items which belong to The Company or which refer to any confidential information and which are in your possession or under your control.

i) You must, if requested by The Company, delete all confidential information from any reusable material and destroy all other documents and tangible items which contain or refer to any confidential information and which are in your possession or under your control.

ii) All software, systems, ideas, concepts, designs, documentation or any other material produced by you, during the period of your assignment to the Tech Mahindra will either be Intellectual Property of the Tech Mahindra or that of its customers. You will not have any rights to such material as described above.

You shall execute / sign the Confidentiality Agreement as and when required by Tech Mahindra Limited or the Client.

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

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Registered Office:
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Mumbai 400001,India
CIN L64200MH1986PLC041370

(g) **Mandatory Period of Service**

In consideration of impartation of training, you shall work in the Company at least for the mandatory period as mentioned below.

During such period of training (including on the job training) and Mandatory Period of Service of 24 (Twenty Four) months thereafter, you shall not leave, abandon or resign from the services of the Company. In the event of:

i) Yourself leaving, abandoning or resigning from the services of the Company

Or

ii) Your services being terminated by the Company for nonperformance, breach of any of the terms & conditions of your service or for any other reason whatsoever,

During the above-mentioned period of training and 24 (twenty four) months of mandatory period of service, you shall be liable to follow the terms and conditions mentioned in the Indemnity Bond. You are required to execute the Indemnity Bond on Rs. 100 (Rupees One Hundred) Stamp Paper and submit the same at the time of joining.

2. **Assignments/Transfer/Deputation**

On completion of your training period, The Company reserves the right to send you on training/deputation/secondment/transfer/assignments to sister companies, associate companies, clients' locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new assignment will govern you.

You shall, only at the request of The Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned/seconded/deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests

3. **Termination of Employment**

i) **Training Period**: During the initial training period as mentioned in Offer letter, your performance would be closely monitored and if your performance is not as per the prescribed criteria, the Company reserves the right to terminate your services without notice.

ii) Either party can terminate this employment by serving a notice of 90 days on the other. The Company may at its absolute discretion make a payment representing salary (basic) in lieu of notice of termination. However, for cause like misconduct, gross negligence, willful insubordination or disobedience, misbehavior or non-performance, Tech Mahindra Limited. may terminate your services with immediate notice. The Company shall have the right to place you under suspension on subsistence allowance and benefits as applicable pending any investigation into potential dishonesty, gross misconduct misappropriation, gross negligence, fraud or other circumstances, which expressly provides for termination of your employment which if proved, would entitle The Company to dismiss your services summarily.

iii) In the event of your serving on The Company a notice of termination of employment by submitting a resignation letter, your release will be governed by the relevant policies in force at that point in time, subject to satisfactory handing over of your duties, responsibilities, Company documents, Company assets etc. to the relevant parties.

Tech Mahindra Limited
Info city, Hi-tech City Layout
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CIN L64200MH1986PLC041370

iv) In case of Associates who are governed by any other service agreement(s) for serving a minimum stipulated period, the associate will need to mandatorily fulfill requirements of clause 3(a) along with applicable exit policy clauses under stipulated service period agreed to and provided therein.

v) Unauthorized absence or absence without permission from duty for a continuous period of 7 working days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.

vi) You will be governed by The Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated as per the procedure mentioned in Section 3(a) herein above. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.

vii) Reference check will be made from your previous employers and other references as may be deemed appropriate. In case there is any adverse report against you which may be detrimental to the interests of The Company or if the information furnished by you is not true, The Company reserves the right to terminate your services as per the procedure mentioned in Section 3(a) herein above on the grounds of misrepresentation of facts.

viii) In addition to The Company's right to carry the above verifications, you shall fill in and sign the Criminal Disclosure Declaration Form. In the event you have been accused, charged and/or convicted for any criminal offence, at any time whether prior or subsequent to your joining The Company, you shall make full disclosure of the same and furnish all necessary documents in support thereof. In the event you have been accused, charged and/or convicted for any criminal offence, your joining shall be subject to specific written confirmation from The Company. The Company at its sole discretion reserves the right to terminate your employment as mentioned in Section 3(a) or take appropriate disciplinary action against you or revoke this Offer Letter. In the event of suppression of any facts, The Company shall be entitled to take such other action at any time as it may deem fit.

ix) The Company reserves the right to carry out banned/ illegal drugs/narcotic substance screening tests on you at any point of time during your tenure. You understand and acknowledge that this is a requirement and you have no objections whatsoever if such checks, banned/ illegal drugs/narcotic substance screening tests and verifications are carried out by The Company or a third party agency engaged by The Company. Arising out of such verification or check or otherwise, if it is detected that the information furnished by you in your application is misstated or is unstated or document submitted by you are not correct or banned/ illegal drugs/narcotic substance screening tests, results are positive, The Company shall, at its sole discretion be entitled to forthwith terminate your employment as per the procedure mentioned in Section 3(a) herein above and/or revoke your appointment with The Company, without further reference in the matter.

4. **Statement of Facts**

(a) It must be specifically understood that this offer is made based on your proficiency on Technical/Professional skills you have declared to possess as per the application, and on the ability to handle any assignment/job independently anywhere in India or overseas. In case, at a later date, any of your statements/particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of the minimum standards set by The Company, The Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.

2014-15 (

amazon | Development Centre India

08-Aug-15

To
Ankan Nandi
586 26th cross 4th main kirloskar layout
hessarghata road

Re: Offer of Employment

Dear Ankan,

On behalf of Amazon Development Centre (India) Private Limited (the "Company"), We are very pleased to issue this offer letter for the position of **Transaction Risk Investigator, at Bangalore.** This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is subject to your acceptance of terms of the employment agreements referenced below. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

Start Date and Salary
Unless we mutually agree otherwise in writing, you will commence employment on **17-Aug-15 (the "Start Date").** Your starting salary will be **Rs. 270000 (Rupees Two Lakh Seventy Thousand Only)** annualised, payable in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. Your base salary is inclusive of both the employer's and the employee's provident fund contributions. Your salary will compensate you for all hours worked, excluding payments for any overtime. If your start date is on or before the first Monday in October of the current year, you will be eligible for a performance assessment and salary adjustment in the next calendar year. Ordinarily this process occurs each April.

Employment Agreement and Confidentiality, Noncompetition and Invention Assignment Agreement
On acceptance of this offer letter, your employment will be conditional on, and subject to, the terms of a written employment agreement between you and the Company (the "Employment Agreement"), as well as the Company's Confidentiality, Noncompetition and Invention Assignment Agreement (the "NDA"). You are requested to note that NDA will significantly restrict your future flexibility in many ways. For example, you will be unable to seek or accept certain employment opportunities for a period of upto 12 months after you leave the Company. Please review the Employment Agreement and NDA carefully and if appropriate, have your attorney review it as well.

Irrespective of the background check conducted by the company, incase you are not an Indian national and required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in the country, you are required to ensure all such permissions are obtained before commencement of employment and submit a copy to the company. The validity of the offer letter shall cease to effect, if it is found that you do not have required work permit / authorisation / visa, as the case may be, to work in India.

If you wish to accept employment with the Company, please indicate so by signing both copies of this letter, retaining one for your files. This offer and all terms of employment stated in this letter will expire if you have not returned a signed copy of this letter by **11-Aug-15** along with the NDA delivered to you. If you intend to start your employment within five days of receiving this offer, please contact me immediately. In the event of there being conflict or inconsistency in the Employment Agreement and NDA on one side and this letter of offer on another, the terms of Employment Agreement and NDA, shall prevail.

We are very excited about the possibility of you joining us. I hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship. Please let me know if I can answer any questions for you about any of the matters outlined in this letter.

Sincerely,
For and on Behalf of Amazon Development Centre (India) Private Limited

Shreeja Kishore
Manager - Recruitment

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra Hesaraghatta Main Road
Bangalore - 560 057

EMPLOYEE ACCEPTANCE
I accept employment with the Company under the terms set forth in this letter.

Ankan Nandi

10/08/2015
Date

amazon | Development Centre India

Date: November 7, 2018

TO WHOMEVER IT MAY CONCERN

This is to inform that Ankan Nandi, who currently holds the position of Program Manager I, is working at the Amazon Development Centre (India) Pvt. Ltd. since 17th August, 2015 and the residential address as per our records is as follows:

#19, 1st cross, Behind Mariamma Temple,
Chinnapanahali Main road. Marathalli,
Bangalore 560037 Karnataka

This certificate is issued at the request of the employee without any risk or liability on the part of the organization or its authorized signatories to enable employee to produce this letter as address proof/ employment proof.

For Amazon Development Centre (India) Pvt. Ltd.

Amazon Development Centre (India) Private Limited

Shilpa Narayanan
Human Resources

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

amazon | Development Centre India

08-Aug-15

To,
Ashwin J
no 50 2nd main jaladarshini l/o new bel road rmv 2
bangalore-560094

Re: Offer of Employment

Dear Ashwin,

On behalf of Amazon Development Centre (India) Private Limited (the "Company"), We are very pleased to issue this offer letter for the position of **Transaction Risk Investigator, at Bangalore.** This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is subject to your acceptance of terms of the employment agreements referenced below. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

Start Date and Salary
Unless we mutually agree otherwise in writing, you will commence employment on **17-Aug-15 (the "Start Date").** Your starting salary will be **Rs. 270000 (Rupees Two Lakh Seventy Thousand Only)** annualised, payable in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. Your base salary is inclusive of both the employer's and the employee's provident fund contributions. Your salary will compensate you for all hours worked, excluding payments for any overtime. If your start date is on or before the first Monday in October of the current year, you will be eligible for a performance assessment and salary adjustment in the next calendar year. Ordinarily this process occurs each April.

Employment Agreement and Confidentiality, Noncompetition and Invention Assignment Agreement
On acceptance of this offer letter, your employment will be conditional on, and subject to, the terms of a written employment agreement between you and the Company (the "Employment Agreement"), as well as the Company's Confidentiality, Noncompetition and Invention Assignment Agreement (the "NDA"). You are requested to note that NDA will significantly restrict your future flexibility in many ways. For example, you will be unable to seek or accept certain employment opportunities for a period of upto 12 months after you leave the Company. Please review the Employment Agreement and NDA carefully and if appropriate, have your attorney review it as well.

Irrespective of the background check conducted by the company, incase you are not an Indian national and required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in the country, you are required to ensure all such permissions are obtained before commencement of employment and submit a copy to the company. The validity of the offer letter shall cease to effect, if it is found that you do not have required work permit / authorisation / visa, as the case may be, to work in India.

If you wish to accept employment with the Company, please indicate so by signing both copies of this letter, retaining one for your files. This offer and all terms of employment stated in this letter will expire if you have not returned a signed copy of this letter by **11-Aug-15** along with the NDA delivered to you. If you intend to start your employment within five days of receiving this offer, please contact me immediately. In the event of there being conflict or inconsistency in the Employment Agreement and NDA on one side and this letter of offer on another, the terms of Employment Agreement and NDA, shall prevail.

We are very excited about the possibility of you joining us. I hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship. Please let me know if I can answer any questions for you about any of the matters outlined in this letter.

Sincerely,
For and on Behalf of Amazon Development Centre (India) Private Limited

Chirag Bhayani
Manager - Recruitment Services

EMPLOYEE ACCEPTANCE
I accept employment with the Company under the terms set forth in this letter:

Ashwin J

10/8/15
Date

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor,
Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India
Tel : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33
CIN : U72200KA2004FTC034233

Scanned with CamScanner

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

amazon | India

LETTER OF INTENT

Date: 1/1/15

Name: Balram R

Dear Balram R

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of ***Seller Support Associate*** at Amazon Development Centre India Pvt. Ltd.

Please treat this as a letter of intent ("LOI") valid for a period of 180 days from the date of issue of this letter upon expiry of which, the letter of intent will expire without any further conditions or liabilities on your or our side unless an **Offer Letter** duly executed by the Company is issued to you before the expiry of the aforesaid 180 days period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stands automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the Company) before issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be entitled to a Base Pay (PA) of Rs. 274125. The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter and the amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.

Principal
Sapthagiri College of Engineering
Bangalore-57

REGISTERED OFFICE : No.26/1, Brigade World Trade Centre, 10th Floor, Dr. Raj Kumar Road, Malleshwaram (W) BANGALORE 560 055, KARNATAKA, INDIA
Tel: +91 80 6787 3000, Fax: +91-80 3000 71031/33
CIN: U72200KA2004FTC034233

amazon | Development Centre India

You are hereby notified that you are not employed in the absence of a signed Offer Letter. This LOI relates only to your potential employment with the Company and does not constitute an offer of employment with respect to the Company or any affiliate or related entity. Further, this LOI does not create or vest any rights in you to be issued an Offer Letter whether within the 180 day period referred to herein or thereafter or with respect to the base pay as mentioned herein.

In the event that you receive an offer of employment from any other employer (apart from the Company), you are requested to immediately intimate Amazon in writing of such offer.

You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.

Yours sincerely,

For **AMAZON DEVELOPMENT CENTRE INDIA PVT LTD**

Authorized Signatory

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company.

Balram R

Signature

9/1/2015

Date

amazon | Development Centre India

08-Aug-2015

To,
Roshan Zameer
#8, church street road
Shivajinagar-560001

Re: Offer of Employment

Dear Roshan Zameer,

On behalf of Amazon Development Centre (India) Private Limited (the "Company"), We are very pleased to issue this offer letter for the position of **Transaction Risk Investigator, at Bangalore.** This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is subject to your acceptance of terms of the employment agreements referenced below. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

Start Date and Salary
Unless we mutually agree otherwise in writing, you will commence employment on **17-Aug-15 (the "Start Date").** Your starting salary will be **Rs. 270000 (Rupees Two Lakh Seventy Thousand Only)** annualised, payable in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. Your base salary is inclusive of both the employer's and the employee's provident fund contributions. Your salary will compensate you for all hours worked, excluding payments for any overtime. If your start date is on or before the first Monday in October of the current year, you will be eligible for a performance assessment and salary adjustment in the next calendar year. Ordinarily this process occurs each April.

Employment Agreement and Confidentiality, Noncompetition and Invention Assignment Agreement
On acceptance of this offer letter, your employment will be conditional on, and subject to, the terms of a written employment agreement between you and the Company (the "Employment Agreement"), as well as the Company's Confidentiality, Noncompetition and Invention Assignment Agreement (the "NDA"). You are requested to note that NDA will significantly restrict your future flexibility in many ways. For example, you will be unable to seek or accept certain employment opportunities for a period of upto 12 months after you leave the Company. Please review the Employment Agreement and NDA carefully and if appropriate, have your attorney review it as well.

Irrespective of the background check conducted by the company, incase you are not an Indian national and required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in the country, you are required to ensure all such permissions are obtained before commencement of employment and submit a copy to the company. The validity of the offer letter shall cease to effect, if it is found that you do not have required work permit / authorisation / visa, as the case may be, to work in India.

If you wish to accept employment with the Company, please indicate so by signing both copies of this letter, retaining one for your files. This offer and all terms of employment stated in this letter will expire if you have not returned a signed copy of this letter by **11-Aug-15** along with the NDA delivered to you. If you intend to start your employment within five days of receiving this offer, please contact me immediately. In the event of there being conflict or inconsistency in the Employment Agreement and NDA on oneside and this letter of offer on another, the terms of Employment Agreement and NDA, shall prevail.

We are very excited about the possibility of you joining us. I hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship. Please let me know if I can answer any questions for you about any of the matters outlined in this letter.

Sincerely,
For and on Behalf of Amazon Development Centre (India) Private Limited

Chirag Bhayani
Manager - Recruitment Services

EMPLOYEE ACCEPTANCE
I accept employment with the Company under the terms set forth in this letter:

Roshan Zameer

10/8/2015
Date

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor,
Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India
Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1081 / 33
CIN : U72200KA2004FTC034233

https://mail.google.com/mail/u/1/#inbox/FMfcgxwHNqMgTtDnjxszCnkpPJxNNrxG?projector=1&messagePartId=0.2
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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APPOINTMENT LETTER

EMPLOYER: Amazon Development Centre (India) Private Limited (incorporated under the Companies Act, 1956, having its registered office at 8th, 9th & 10th Floor, Brigade Gateway, World Trade Centre, No. 26/1, Dr. Rajkumar Road, Malleshwaram(W), Bangalore – 560055) ("Amazon India")

EMPLOYEE:

Name : **Poornima Prakash Biradar**

Postal Address : #5, Sri Siddeshwara nilaya, 7th cross Venugopal nagar, B'lre-73

Permanent Address : #5, Sri Siddeshwara nilaya, 7th cross Venugopal nagar, B'lre-73

Father's Name : Prakash Biradar

Date of Birth : 03/07/1993

Employee Serial Number : **101392317**

The following main terms and conditions will apply to your employment with Amazon India. Other terms and conditions applicable to your employment will be set forth in Amazon India's policies and procedures ("Amazon's Policies and Procedures") as communicated to you. Amazon India reserves the right to change Amazon's Policies and Procedures from time to time at its sole discretion.

Amazon Development Centre (India) Pvt. Ltd. Poornima

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

amazon | Development Centre India

08-Aug-2015

To,
Nikhil B Amate
10 New Vithal Mandir Road
Bijapur 586101

Re: Offer of Employment

Dear Nikhil ,

On behalf of Amazon Development Centre (India) Private Limited (the "Company"), We are very pleased to issue this offer letter for the position of **Transaction Risk Investigator, at Bangalore**. This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is subject to your acceptance of terms of the employment agreements referenced below. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

Start Date and Salary
Unless we mutually agree otherwise in writing, you will commence employment on **17-Aug-15 (the "Start Date")**. Your starting salary will be **Rs. 270000 (Rupees Two Lakh Seventy Thousand Only)** annualised, payable in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. Your base salary is inclusive of both the employer's and the employee's provident fund contributions. Your salary will compensate you for all hours worked, excluding payments for any overtime. If your start date is on or before the first Monday in October of the current year, you will be eligible for a performance assessment and salary adjustment in the next calendar year. Ordinarily this process occurs each April.

Employment Agreement and Confidentiality, Noncompetition and Invention Assignment Agreement:
On acceptance of this offer letter, your employment will be conditional on, and subject to, the terms of a written employment agreement between you and the Company (the "Employment Agreement"), as well as the Company's Confidentiality, Noncompetition and Invention Assignment Agreement (the "NDA"). You are requested to note that NDA will significantly restrict your future flexibility in many ways. For example, you will be unable to seek or accept certain employment opportunities for a period of upto 12 months after you leave the Company. Please review the Employment Agreement and NDA carefully and if appropriate, have your attorney review it as well.

Irrespective of the background check conducted by the company, incase you are not an Indian national and required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in the country, you are required to ensure all such permissions are obtained before commencement of employment and submit a copy to the company. The validity of the offer letter shall cease to effect, if it is found that you do not have required work permit / authorisation / visa, as the case may be, to work in India.

If you wish to accept employment with the Company, please indicate so by signing both copies of this letter, retaining one for your files. This offer and all terms of employment stated in this letter will expire if you have not returned a signed copy of this letter by **11-Aug-15** along with the NDA delivered to you. If you intend to start your employment within five days of receiving this offer, please contact me immediately. In the event of there being conflict or inconsistency in the Employment Agreement and NDA on one side and this letter of offer on another, the terms of Employment Agreement and NDA, shall prevail.

We are very excited about the possibility of you joining us. I hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship. Please let me know if I can answer any questions for you about any of the matters outlined in this letter.

Sincerely,
For and on Behalf of Amazon Development Centre (India) Private Limited

Chirag Bhayani
Manager - Recruitment Services

EMPLOYEE ACCEPTANCE
I accept employment with the Company under the terms set forth in this letter:

Nikhil B Amate

10/8/2015
Date

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor,
Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India
Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 23
CIN : U72200KA2004FTC034233

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangalore - 560 057

amazon® | Development Centre India

08-Aug-2015

To,
A. Brindha
#24, 6th cross road
N R Colony B'luru- 560004

Re: Offer of Employment

Dear A Brindha,

On behalf of Amazon Development Centre (India) Private Limited (the "Company"), We are very pleased to issue this offer letter for the position of **Transaction Risk Investigator, at Bangalore.** This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is subject to your acceptance of terms of the employment agreements referenced below. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

Start Date and Salary
Unless we mutually agree otherwise in writing, you will commence employment on **17-Aug-15 (the "Start Date").** Your starting salary will be **Rs. 270000 (Rupees Two Lakh Seventy Thousand Only)** annualised, payable in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. Your base salary is inclusive of both the employer's and the employee's provident fund contributions. Your salary will compensate you for all hours worked, excluding payments for any overtime. If your start date is on or before the first Monday in October of the current year, you will be eligible for a performance assessment and salary adjustment in the next calendar year. Ordinarily this process occurs each April.

Employment Agreement and Confidentiality, Noncompetition and Invention Assignment Agreement
On acceptance of this offer letter, your employment will be conditional on, and subject to, the terms of a written employment agreement between you and the Company (the "Employment Agreement"), as well as the Company's Confidentiality, Noncompetition and Invention Assignment Agreement (the "NDA"). You are requested to note that NDA will significantly restrict your future flexibility in many ways. For example, you will be unable to seek or accept certain employment opportunities for a period of upto 12 months after you leave the Company. Please review the Employment Agreement and NDA carefully and if appropriate, have your attorney review it as well.

Irrespective of the background check conducted by the company, incase you are not an Indian national and required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in the country, you are required to ensure all such permissions are obtained before commencement of employment and submit a copy to the company. The validity of the offer letter shall cease to effect, if it is found that you do not have required work permit / authorisation / visa, as the case may be, to work in India.

If you wish to accept employment with the Company, please indicate so by signing both copies of this letter, retaining one for your files. This offer and all terms of employment stated in this letter will expire if you have not returned a signed copy of this letter by **11-Aug-15** along with the NDA delivered to you. If you intend to start your employment within five days of receiving this offer, please contact me immediately. In the event of there being conflict or inconsistency in the Employment Agreement and NDA on one side and this letter of offer on another, the terms of Employment Agreement and NDA, shall prevail.

We are very excited about the possibility of you joining us. I hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship. Please let me know if I can answer any questions for you about any of the matters outlined in this letter.

Sincerely,
For and on Behalf of Amazon Development Centre (India) Private Limited

Chirag Bhayani
Manager - Recruitment Services

EMPLOYEE ACCEPTANCE
I accept employment with the Company under the terms set forth in this letter.

A. Brindha

10/08/2015
Date

Principal
Sanjaygiri College of Engineering
14/5, Chikkasandra, Hosaraghatta Main Road
Bangalore - 560 057

ON - Campus

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Applying Thought

APPOINTMENT LETTER

April 29, 2015

Ms. Reshmi C R
No. 176/A,
Railway Quarters, Yeswantpur,
Bangalore- 560022
Karnataka

Dear **Reshmi C R**

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.

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Website: www.wipro.com, Email: info@wipro.com, CIN No. L32102KA1945PLC020800

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.

c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the policy of Wipro.

e. Wipro Medical Assistance Scheme (MAS), Contributory Medical Insurance and Medical Benefit Program (MBP) for your band and stream provided you are not covered under the purview of the ESI Act. For details of the scheme refer to Page 12.

f. Wipro sponsored and administered Employee Benefits Programme for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.

b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.

c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

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b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

6. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

7. Non-Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation.

8. General:

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice.
Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

a. The employment terms in this Agreement are subject to change with the change in Wipro policies.

b. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

c. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

d. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

e. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.

f. Your appointment cannot be further processed and will be treated as withdrawn in the event of:

   i. Your failing to clear your final semester exams in the first attempt and there remaining any backlog papers, and/or
   ii. a. For Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation.

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b. For Post Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation and 65% in post-graduation.

9. Training Agreement:

Training agreement in Wipro is for a total period of 15 months - for developing your skills and knowledge. Technical Class Room training will be for a period of 3 months and practical experience and training will be for the next 12 months. The Training period is deemed to be completed after completion of the Class Room and practical trainings. The company invests on your behalf for the cost of the training. Should you discontinue the employment during the period of training before the completion of 15 months from the date of joining, the training expenses of Rs. 75,000/- will have to be reimbursed by you.

10. Notice Period:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

11. Online Project Campus:

As part of our ongoing commitment to your continued learning and development before joining Wipro, we have an e-learning initiative 'Online Project Campus'. This online platform enables you to access the assigned learning programs from the convenience of your computer. As you are entering the IT Industry, it is important to have a strong foundation in at least one of the Programing languages, databases and operating systems. The redesigned program provides a greater opportunity for your skill development in C Programming, Java or C++ or C#, Database, Unix Operating System, Testing Concepts and Behavioral skills. After completing the modules you will be required to clear the evaluation which will firm up your joining date into the organization.

Yours sincerely,
For **Wipro Limited,**

Rajeev Kumar
Global Head - Campus Hiring

I agree to accept employment on the terms and conditions mentioned in the above letter.

Date: _/_/____ **Signature**.....

Ref No: E127934611061218904588472

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Bengaluru - 560 057

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APPOINTMENT LETTER

April 17, 2015

Mr. Gurumurthy
No. 712, G C Ramayya Complex,
2nd Main, Gorguntepalya,
Bangalore- 560022
Karnataka

Dear **Gurumurthy**

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.

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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.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.

c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the policy of Wipro.

e. Wipro Medical Assistance Scheme (MAS), Contributory Medical Insurance and Medical Benefit Program (MBP) for your band and stream provided you are not covered under the purview of the ESI Act. For details of the scheme refer to Page 12.

f. Wipro sponsored and administered Employee Benefits Programme for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.

b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.

c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such

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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

6. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

7. Non-Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation.

8. General:

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice.
Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

a. The employment terms in this Agreement are subject to change with the change in Wipro policies.

b. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

c. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

d. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

e. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.

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f. Your appointment cannot be further processed and will be treated as withdrawn in the event of:

i. Your failing to clear your final semester exams in the first attempt and there remaining any backlog papers, and/or

ii. a. For Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation.
b. For Post Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation and 65% in post-graduation.

9. Training Agreement:

Training agreement in Wipro is for a total period of 15 months - for developing your skills and knowledge. Technical Class Room training will be for a period of 3 months and practical experience and training will be for the next 12 months. The Training period is deemed to be completed after completion of the Class Room and practical trainings. The company invests on your behalf for the cost of the training. Should you discontinue the employment during the period of training before the completion of 15 months from the date of joining, the training expenses of Rs. 75,000/- will have to be reimbursed by you.

10. Notice Period:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

11. Online Project Campus:

As part of our ongoing commitment to your continued learning and development before joining Wipro, we have an e-learning initiative 'Online Project Campus'. This online platform enables you to access the assigned learning programs from the convenience of your computer. As you are entering the IT Industry, it is important to have a strong foundation in at least one of the Programing languages, databases and operating systems. The redesigned program provides a greater opportunity for your skill development in C Programming, Java or C++ or C#, Database, Unix Operating System, Testing Concepts and Behavioral skills. After completing the modules you will be required to clear the evaluation which will firm up your joining date into the organization.

Yours sincerely,
For **Wipro Limited,**

Rajender

Rajeev Kumar
Global Head - Campus Hiring
I agree to accept employment on the terms and conditions mentioned in the above letter.

Date: __/__/____ **Signature**.....

Ref No: E12793461694635953573915O
Confidential
Registered. Office: Wipro Limited, Doddakannelli, Sarjapur Road, Bangalore – 560 035, India. Tel: 91-80-2844 0011, Fax: 91-80-2844 0054
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14/5, Chikkasandra, Hesaraghatta Main Road
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2015 passout

APPOINTMENT LETTER

April 14, 2015

Mr.Narasimhan Nuggehalli Jayaram
No. 72, East Park Road,
14th Crross, Malleswaram,
Bangalore- 560003
Karnataka

Dear **Narasimhan Nuggehalli Jayaram**

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.

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f. Your appointment cannot be further processed and will be treated as withdrawn in the event of:

i. Your failing to clear your final semester exams in the first attempt and there remaining any backlog papers, and/or

ii. a. For Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation.
b. For Post Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation and 65% in post-graduation.

9. Training Agreement:

Training agreement in Wipro is for a total period of 15 months - for developing your skills and knowledge. Technical Class Room training will be for a period of 3 months and practical experience and training will be for the next 12 months. The Training period is deemed to be completed after completion of the Class Room and practical trainings. The company invests on your behalf for the cost of the training. Should you discontinue the employment during the period of training before the completion of 15 months from the date of joining, the training expenses of Rs. 75,000/- will have to be reimbursed by you.

10. Notice Period:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

11. Online Project Campus:

As part of our ongoing commitment to your continued learning and development before joining Wipro, we have an e-learning initiative 'Online Project Campus'. This online platform enables you to access the assigned learning programs from the convenience of your computer. As you are entering the IT industry, it is important to have a strong foundation in at least one of the Programing languages, databases and operating systems. The redesigned program provides a greater opportunity for your skill development in C Programming, Java or C++ or C#, Database, Unix Operating System, Testing Concepts and Behavioral skills. After completing the modules you will be required to clear the evaluation which will firm up your joining date into the organization.

Yours sincerely,
For **Wipro Limited,**

Rajeev Kumar
Global Head - Campus Hiring

I agree to accept employment on the terms and conditions mentioned in the above letter.

Date: __/__/____ **Signature**.....

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APPOINTMENT LETTER

April 17, 2015

Ms. Sneha Shenoy
No. 1/1, 10th Cross,
H N Layout, S F Extension, Malleshwaram,
Bangalore- 560003
Karnataka

Dear **Sneha Shenoy**

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.

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Mamatha R
1SG12IS405
2014-15 IST

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APPOINTMENT LETTER

August 6, 2015

Ms. Mamatha R
No. 991, 4Th Main,
8Th Cross, Hal Nts Colony, Maruthali,
Bangalore- 560037
Karnataka

Dear **Mamatha R**

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:

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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.

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b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

6. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

7. Non-Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation.

8. General:

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

a. The employment terms in this Agreement are subject to change with the change in Wipro policies.

b. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

c. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

d. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

e. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.

f. Your appointment cannot be further processed and will be treated as withdrawn in the event of:

   i. Your failing to clear your final semester exams in the first attempt and there remaining any backlog papers, and/or

   ii. a. For Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation.
   b. For Post Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation and 65% in post-graduation.

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APPOINTMENT LETTER

April 17, 2015

Mr. Praful H Y
No. 161, 7th Main,
AGB Layout Hesaraghatta Main Road, Chickabanavara Post,
Bangalore- 560090
Karnataka

Dear **Praful H Y**

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.

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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.

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APPOINTMENT LETTER

August 6, 2015

Mr. Adesh Bedrea A
No. 899, Sri Shakti,
1St Stage, 1St Phase, 6Th Cross, Mathikere,
Bangalore- 560054
Karnataka

Dear **Adesh Bedrea A**

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.

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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.

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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.

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APPOINTMENT LETTER

April 14, 2015

Mr Surya Prakash Singh
No.13, Muthyala nagar,
Mathikeri,
Bangalore- 560073
Karnataka

Dear **Mr Surya Prakash Singh**

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.

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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.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.

c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the policy of Wipro.

e. Wipro Medical Assistance Scheme (MAS), Contributory Medical Insurance and Medical Benefit Program (MBP) for your band and stream provided you are not covered under the purview of the ESI Act. For details of the scheme refer to Page 12.

f. Wipro sponsored and administered Employee Benefits Programme for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.

b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.

c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the

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Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

6. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

7. Non-Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation.

8. General:

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

a. The employment terms in this Agreement are subject to change with the change in Wipro policies.

b. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

c. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

d. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

e. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.

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f. Your appointment cannot be further processed and will be treated as withdrawn in the event of:

i. Your failing to clear your final semester exams in the first attempt and there remaining any backlog papers, and/or

ii. a. For Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation.
b. For Post Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation and 65% in post-graduation.

9. Training Agreement:

Training agreement in Wipro is for a total period of 15 months - for developing your skills and knowledge. Technical Class Room training will be for a period of 3 months and practical experience and training will be for the next 12 months. The Training period is deemed to be completed after completion of the Class Room and practical trainings. The company invests on your behalf for the cost of the training. Should you discontinue the employment during the period of training before the completion of 15 months from the date of joining, the training expenses of Rs. 75,000/- will have to be reimbursed by you.

10. Notice Period:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

11. Online Project Campus:

As part of our ongoing commitment to your continued learning and development before joining Wipro, we have an e-learning initiative 'Online Project Campus'. This online platform enables you to access the assigned learning programs from the convenience of your computer. As you are entering the IT Industry, it is important to have a strong foundation in at least one of the Programing languages, databases and operating systems. The redesigned program provides a greater opportunity for your skill development in C Programming, Java or C++ or C#, Database, Unix Operating System, Testing Concepts and Behavioral skills. After completing the modules you will be required to clear the evaluation which will firm up your joining date into the organization.

Yours sincerely,
For **Wipro Limited,**

Rajeev Kumar
Global Head - Campus Hiring

I agree to accept employment on the terms and conditions mentioned in the above letter.

Date: __/__/____ **Signature**.....

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APPOINTMENT LETTER

April 14, 2015

Mr Vinay Hegde
1/21, 2B main road
Bagalgunte
Bangalore- 560073
Karnataka

Dear **Vinay Hegde**

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.

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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.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.

c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the policy of Wipro.

e. Wipro Medical Assistance Scheme (MAS), Contributory Medical Insurance and Medical Benefit Program (MBP) for your band and stream provided you are not covered under the purview of the ESI Act. For details of the scheme refer to Page 12.

f. Wipro sponsored and administered Employee Benefits Programme for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.

b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.

c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the

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Website: www.wipro.com, Email: info@wipro.com, CIN No. L32102KA1945PLC020800

Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

6. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

7. Non-Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation.

8. General:

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

a. The employment terms in this Agreement are subject to change with the change in Wipro policies.

b. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

c. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

d. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

e. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.

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f. Your appointment cannot be further processed and will be treated as withdrawn in the event of:

i. Your failing to clear your final semester exams in the first attempt and there remaining any backlog papers, and/or

ii. a. For Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation.

b. For Post Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation and 65% in post-graduation.

9. Training Agreement:

Training agreement in Wipro is for a total period of 15 months - for developing your skills and knowledge. Technical Class Room training will be for a period of 3 months and practical experience and training will be for the next 12 months. The Training period is deemed to be completed after completion of the Class Room and practical trainings. The company invests on your behalf for the cost of the training. Should you discontinue the employment during the period of training before the completion of 15 months from the date of joining, the training expenses of Rs. 75,000/- will have to be reimbursed by you.

10. Notice Period:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

11. Online Project Campus:

As part of our ongoing commitment to your continued learning and development before joining Wipro, we have an e-learning initiative 'Online Project Campus'. This online platform enables you to access the assigned learning programs from the convenience of your computer. As you are entering the IT Industry, it is important to have a strong foundation in at least one of the Programing languages, databases and operating systems. The redesigned program provides a greater opportunity for your skill development in C Programming, Java or C++ or C#, Database, Unix Operating System, Testing Concepts and Behavioral skills. After completing the modules you will be required to clear the evaluation which will firm up your joining date into the organization.

Yours sincerely,
For **Wipro Limited,**

Rajeev Kumar
Global Head - Campus Hiring

I agree to accept employment on the terms and conditions mentioned in the above letter.

Date: __/__/____ **Signature**.....

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DATE: 07/01/2015

OFFER LETTER

Dear Divya Lakshmi,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of ***"Trainee Engineer"***, *with effect from* **August 13th 2015, with the Annual CTC of Rs. 2.25 LAKHS/-.** The terms of our offer and the benefits currently provided by the Company are as follows:

Please report to Sri.LOKNATH SONI, Director, on or before *from* **August 13th 2015,** prior to your commencement of employment. You will be required to complete necessary documentation process and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of PRIME to sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI,
Director

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Bengaluru - 560 057

WIPRO
Applying Thought

December 26, 2014

Dear Guriya Kumari,

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 **Team Rainbow**.

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. 15000/-** 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 twelve months post 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	3750
HRA	4375
Conveyance Allowance	2500
Wipro Benefit Plan	6160
Total Fixed Cash	21785
Target QPLC	1050
Total Target Cash	465
PF	23300
Gratuity	1250
Total Target Remuneration	24550
Health benefit (Notional amount)	450
Total Monthly Gross	25000
Total Annual Gross	300000

IV. As part of our ongoing commitment to your continued learning and development before joining Wipro, we have an e-learning initiative 'Online Project Campus'. This online platform enables you to access the assigned learning programs from the convenience of your computer. As you are entering the IT Industry, it is important to have a strong foundation in at least one of the Programming languages, databases and operating systems. The redesigned program provides a greater opportunity for your skill development in C Programming, Java or C++ or C#, Database, Unix Operating System, Testing

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Concepts and Behavioural skills. After completing the modules you will be required to clear the evaluation which will firm up your joining date into the organization.

a. In addition to the components mentioned above, you will be entitled for Additional Allowance depending on your performance during the initial training program. The total Annual Gross therefore will be as indicated in the table below:

	MONTHLY GROSS	ADDITIONAL ALLOWANCE	TOTAL MONTHLY GROSS	TOTAL ANNUAL GROSS
Performance Category - 1	25000	2494	27500	330000
Performance Category – 2	25000	1244	26250	315000
Performance Category – 3	25000	-	25000	300000

V. 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 of **Rs. 15,000** per annum.
d. Medical Insurance Coverage up to **Rs. 2 lacs** per annum.

Kindly note that the above terms are subject to change at our discretion. Based on the acceptance of this Letter, a detailed appointment letter with the terms and conditions of employment will be issued to you.

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 the fulfillment of 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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Regd. Office: Wipro Limited, Doddakannelli, Sarjapur Road, Bangalore – 560 035, India Tel: 91-80-2844 0011-15, Fax: 91-80-2844 0255 www.wipro.com

Please login to the below link to accept the offer by 28-Dec-14_5PM:

http://careers.wipro.com/OLC/index.aspx?otp=FRwAWdQEEG4JICw39akPQfUvHFkJijzgkPEPNtfPcuxHyhoAPrgNwNXtXXx0FITT

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DATE: 07/01/2015

OFFER LETTER

Dear MRINALINI SINGH,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of ***"Trainee Engineer"***, *with effect from* **August 13th 2015, with the Annual CTC of Rs. 2.25 LAKHS/-.** The terms of our offer and the benefits currently provided by the Company are as follows:

Please report to Sri.LOKNATH SONI, Director, on or before *from* **August 13th 2015,** prior to your commencement of employment. You will be required to complete necessary documentation process and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of PRIME to sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI,
Director

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142, 3rd Floor, KMK Tower, KH Road, Bangalore - 560 027
Ph: +91 80 4241 6596-99, Fax: +91 80 4241 6595
Email: info@rangsons-ds.com Website: www.rangsons-ds.com
CIN U36912KA2011PTC058960

CONFIDENTIAL

October 3, 2018

Ms. **Pravalika V**
No 146/11, 7th Cross
Malleshwaram
Bangalore – 560003
Karnataka

Sub: Letter of Appointment

Dear Pravalika V

This has reference to our offer letter September 19, 2018 and further to the acceptance of offer letter dated September 25, 2018 we are pleased to appoint you as " **Associate Engineer – Design & Development"** *in* **Responsibility Band E & Level 1"** *in our organization on the following terms and conditions:*

1. Commencement of employment shall be effective as of **October 3, 2018.**
2. Your salary per annum will be **Rs. 330,000/- (Three Lakhs Only)** and details of your salary break up is enclosed in **Annexure – 1.**
3. Income Tax liability, if any on payments made to you shall be your responsibility and the Company shall deduct tax from your pay as per prevailing Income Tax Rules.
4. Salary reviews in the Company are normally undertaken once a year. Individual increases are not automatic but are merit based and will be governed by individual and Company performance in the preceding business year.
5. You will be entitled to become a member of the Provident Fund from such a date as you qualify for such membership according to the rules and regulations in force from time to time.

6. You will be based at our **Bangalore Office** and you will report to **Manager – Design and Development** or any other persons as assigned by the Management in future. However, your services are transferable to any Department or Branch within this organization or to any of our sister/associate concerns in India or abroad at the discretion of the

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DATE: 07/01/2015

OFFER LETTER

Dear RAKESH Y,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of ***"Trainee Engineer"***, *with effect from* **August 13th 2015, with the Annual CTC of Rs. 2.25 LAKHS/-.** The terms of our offer and the benefits currently provided by the Company are as follows:

Please report to Sri.LOKNATH SONI, Director, on or before *from* **August 13th 2015,** prior to your commencement of employment. You will be required to complete necessary documentation process and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of PRIME to sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI,
Director

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Job Offer Letter

Dear **Reethu B N,**

Congratulations!!!

With great pleasure, I extend the following employment offer to you.

Position: Quality Engineer
Issue date: 10/03/2015
Joining Date: 14-09-2015
Salary: 2.5 lakhs per annum

This employment offer is contingent upon the successful completion of medical reference check. Please report to Mr.Brij Mohan Mohta, Managing Director prior to your commencement of employment. This offer is not a contract of employment and either party may terminate employment at any time, with or without cause.

Very truly yours,

Mr.Brij Mohan Mohta

Managing Director

Principal
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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

WIPRO
Applying Thought

December 26, 2014

Dear Sachin Rana,

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 **Team Rainbow**.

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 15000/-** 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 twelve months post 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	8750
HRA	4375
Conveyance Allowance	2500
Wipro Benefit Plan	6160
Total Fixed Cash	21785
Target QPLC	1050
Total Target Cash	465
PF	23300
Gratuity	1250
Total Target Remuneration	24550
Health benefit (Notional amount)	450
Total Monthly Gross	25000
Total Annual Gross	300000

IV. As part of our ongoing commitment to your continued learning and development before joining Wipro, we have an e-learning initiative 'Online Project Campus'. This online platform enables you to access the assigned learning programs from the convenience of your computer. As you are entering the IT Industry, it is important to have a strong foundation in at least one of the Programing languages, databases and operating systems. The redesigned program provides a greater opportunity for your skill development in C Programming, Java or C++ or C#, Database Unix Operating System, Testing

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Concepts and Behavioural skills. After completing the modules you will be required to clear the evaluation which will firm up your joining date into the organization.

a. In addition to the components mentioned above, you will be entitled for Additional Allowance depending on your performance during the initial training program. The total Annual Gross therefore will be as indicated in the table below:

	MONTHLY GROSS	ADDITIONAL ALLOWANCE	TOTAL MONTHLY GROSS	TOTAL ANNUAL GROSS
Performance Category - 1	25000	2494	27500	330000
Performance Category – 2	25000	1244	26250	315000
Performance Category – 3	25000	-	25000	300000

V. **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 of **Rs. 15,000** per annum.
d. Medical Insurance Coverage up to **Rs. 2 lacs** per annum.

Kindly note that the above terms are subject to change at our discretion. Based on the acceptance of this Letter, a detailed appointment letter with the terms and conditions of employment will be issued to you.

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 the fulfillment of 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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Please login to the below link to accept the offer by 28-Dec-14_5PM:

http://careers.wipro.com/OLC/index.aspx?otp=Bhf%2bUnb32bttcIfMQeY06C9J5XPv7%2f3yfN7fdUP15G06Xjc%2bnQIVbdEMu5Q%2fbcOFXmSkgDojL44Ta2pnkjzhcw%3d%3d

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+91 9433 829 369
ashish.ajanta@gmail.com

Job Offer Letter

Dear **Sanchita Sharma,**

Congratulations!!!

With great pleasure, I extend the following employment offer to you.

Position: Quality Engineer
Issue date: 10/03/2015
Joining Date: 14-09-2015
Salary: 2.5 lakhs per annum

This employment offer is contingent upon the successful completion of medical reference check. Please report to Mr.Brij Mohan Mehta, Managing Director prior to your commencement of employment. This offer is not a contract of employment and either party may terminate employment at any time, with or without cause.

Very truly yours,

Mr.Brij Mohan Mohta

Managing Director

Principal
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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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DATE: 07/01/2015

OFFER LETTER

Dear VIGNESH V RAO,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of "***Trainee Engineer***", *with effect from* **August 13th 2015, with the Annual CTC of Rs. 2.25 LAKHS/-.** The terms of our offer and the benefits currently provided by the Company are as follows:

Please report to Sri. LOKNATH SONI, Director, on or before *from* **August 13th 2015,** prior to your commencement of employment. You will be required to complete necessary documentation process and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of PRIME to sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI,
Director

Principal
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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

WIPRO
Applying Thought

December 26, 2014

Dear Shreya Chittiappa,

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 **Team Rainbow**.

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. 15000/-** 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 twelve months post 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	**8750**
HRA	**4375**
Conveyance Allowance	**2500**
Wipro Benefit Plan	**6160**
Total Fixed Cash	**21785**
Target QPLC	**1050**
Total Target Cash	**465**
PF	**2300**
Gratuity	**1250**
Total Target Remuneration	**24550**
Health benefit (Notional amount)	**450**
Total Monthly Gross	**25000**
Total Annual Gross	**300000**

IV. As part of our ongoing commitment to your continued learning and development before joining Wipro, we have an e-learning initiative 'Online Project Campus'. This online platform enables you to access the assigned learning programs from the convenience of your computer. As you are entering the IT Industry, it is important to have a strong foundation in at least one of the Programing languages, databases and operating systems. The redesigned program provides a greater opportunity for your skill development in C Programming, Java or C++ or C#, Database, Unix Operating System Testing

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Concepts and Behavioural skills. After completing the modules you will be required to clear the evaluation which will firm up your joining date into the organization.

a. In addition to the components mentioned above, you will be entitled for Additional Allowance depending on your performance during the initial training program. The total Annual Gross therefore will be as indicated in the table below:

	MONTHLY GROSS	ADDITIONAL ALLOWANCE	TOTAL MONTHLY GROSS	TOTAL ANNUAL GROSS
Performance Category - 1	25000	2494	27500	330000
Performance Category – 2	25000	1244	26250	315000
Performance Category – 3	25000	-	25000	300000

V. 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 of **Rs. 15,000** per annum.
d. Medical Insurance Coverage up to **Rs. 2 lacs** per annum.

Kindly note that the above terms are subject to change at our discretion. Based on the acceptance of this Letter, a detailed appointment letter with the terms and conditions of employment will be issued to you.

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 the fulfillment of 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

Wipro Limited
Regd. Office: Wipro Limited, Doddakannelli, Sarjapur Road, Bangalore – 560 035, India Tel: 91-80-2844 0011-15, Fax: 91-80-2844 0255 www.wipro.com

WIPRO
Applying Thought

APPOINTMENT LETTER

April 14, 2015

Ms.AmruthaVenkatesh
No. 52, East Park Road,
2nd cross, Mathikere
Bangalore- 560054
Karnataka

Dear **AmruthaVenkatesh**

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.

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Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.

c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the policy of Wipro.

e. Wipro Medical Assistance Scheme (MAS), Contributory Medical Insurance and Medical Benefit Program (MBP) for your band and stream provided you are not covered under the purview of the ESI Act. For details of the scheme refer to Page 12.

f. Wipro sponsored and administered Employee Benefits Programme for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.

b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.

c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the

Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

6. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

7. Non-Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation.

8. General:

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

a. The employment terms in this Agreement are subject to change with the change in Wipro policies.

b. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

c. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

d. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

e. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.

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Your appointment cannot be further processed and will be treated as withdrawn in the event of:

i. Your failing to clear your final semester exams in the first attempt and there remaining any backlog papers, and/or

ii. a. For Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation.
b. For Post Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation and 65% in post-graduation.

9. Training Agreement:

Training agreement in Wipro is for a total period of 15 months - for developing your skills and knowledge. Technical Class Room training will be for a period of 3 months and practical experience and training will be for the next 12 months. The Training period is deemed to be completed after completion of the Class Room and practical trainings. The company invests on your behalf for the cost of the training. Should you discontinue the employment during the period of training before the completion of 15 months from the date of joining, the training expenses of Rs. 75,000/- will have to be reimbursed by you.

10. Notice Period:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

11. Online Project Campus:

As part of our ongoing commitment to your continued learning and development before joining Wipro, we have an e-learning initiative 'Online Project Campus'. This online platform enables you to access the assigned learning programs from the convenience of your computer. As you are entering the IT Industry, it is important to have a strong foundation in at least one of the Programing languages, databases and operating systems. The redesigned program provides a greater opportunity for your skill development in C Programming, Java or C++ or C#, Database, Unix Operating System, Testing Concepts and Behavioral skills. After completing the modules you will be required to clear the evaluation which will firm up your joining date into the organization.

Yours sincerely,
For **Wipro Limited,**

Rajeev Kumar
Global Head - Campus Hiring

I agree to accept employment on the terms and conditions mentioned in the above letter.

Date: __/__/____ **Signature**.....

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APPOINTMENT LETTER

April 14, 2015

Ms.JyotiKushwala
No.4 ,Main Road,
Bagalagunte,
Bangalore- 560073
Karnataka

Dear **JyotiKushwala**

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:

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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.

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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.

3. Other Benefits:

You will also be eligible for:

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4. Responsibilities:

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b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.

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d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Confidentiality:

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Website: www.wipro.com, Email: info@wipro.com, CIN No. L32102KA1945PLC020800

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8. General:

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f. Your appointment cannot be further processed and will be treated as withdrawn in the event of:

i. Your failing to clear your final semester exams in the first attempt and there remaining any backlog papers, and/or

ii. a. For Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation.
b. For Post Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation and 65% in post-graduation.

9. Training Agreement:

Training agreement in Wipro is for a total period of 15 months - for developing your skills and knowledge. Technical Class Room training will be for a period of 3 months and practical experience and training will be for the next 12 months. The Training period is deemed to be completed after completion of the Class Room and practical trainings. The company invests on your behalf for the cost of the training. Should you discontinue the employment during the period of training before the completion of 15 months from the date of joining, the training expenses of Rs. 75,000/- will have to be reimbursed by you.

10. Notice Period:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

11. Online Project Campus:

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Yours sincerely,
For **Wipro Limited,**

Rajeev Kumar
Global Head - Campus Hiring

I agree to accept employment on the terms and conditions mentioned in the above letter.

Date: __/__/____ **Signature**.....

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APPOINTMENT LETTER

April 14, 2015

Ms.Sonam Singh
No. 52, East Park Road,
2nd cross, Mathikere,
Bangalore- 560054
Karnataka

Dear **Sonam Singh**

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.

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3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

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d. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

e. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.

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f. Your appointment cannot be further processed and will be treated as withdrawn in the event of:

i. Your failing to clear your final semester exams in the first attempt and there remaining any backlog papers, and/or

ii. a. For Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation.
b. For Post Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation and 65% in post-graduation.

9. Training Agreement:

Training agreement in Wipro is for a total period of 15 months - for developing your skills and knowledge. Technical Class Room training will be for a period of 3 months and practical experience and training will be for the next 12 months. The Training period is deemed to be completed after completion of the Class Room and practical trainings. The company invests on your behalf for the cost of the training. Should you discontinue the employment during the period of training before the completion of 15 months from the date of joining, the training expenses of Rs. 75,000/- will have to be reimbursed by you.

10. Notice Period:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

11. Online Project Campus:

As part of our ongoing commitment to your continued learning and development before joining Wipro, we have an e-learning initiative 'Online Project Campus'. This online platform enables you to access the assigned learning programs from the convenience of your computer. As you are entering the IT Industry, it is important to have a strong foundation in at least one of the Programming languages, databases and operating systems. The redesigned program provides a greater opportunity for your skill development in C Programming, Java or C++ or C#, Database, Unix Operating System, Testing Concepts and Behavioral skills. After completing the modules you will be required to clear the evaluation which will firm up your joining date into the organization.

Yours sincerely,
For **Wipro Limited,**

Rajeev Kumar
Global Head - Campus Hiring

I agree to accept employment on the terms and conditions mentioned in the above letter.

Date: __/__/____ **Signature**.....

WIPRO
Applying Thought

APPOINTMENT LETTER

April 14, 2015

Ms.Aditi Kumari
No.174, MEI layout,
Bagalakunte,
Bangalore- 560073
Karnataka

Dear **Aditi Kumari**

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.

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Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

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.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.

c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the policy of Wipro.

e. Wipro Medical Assistance Scheme (MAS), Contributory Medical Insurance and Medical Benefit Program (MBP) for your band and stream provided you are not covered under the purview of the ESI Act. For details of the scheme refer to Page 12.

f. Wipro sponsored and administered Employee Benefits Programme for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.

b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.

c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the

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Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

6. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

7. Non-Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation.

8. General:

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

a. The employment terms in this Agreement are subject to change with the change in Wipro policies.

b. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

c. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

d. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

e. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.

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ii. a. For Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation.
b. For Post Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation and 65% in post-graduation.

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Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

11. Online Project Campus:

As part of our ongoing commitment to your continued learning and development before joining Wipro, we have an e-learning initiative 'Online Project Campus'. This online platform enables you to access the assigned learning programs from the convenience of your computer. As you are entering the IT Industry, it is important to have a strong foundation in at least one of the Programming languages, databases and operating systems. The redesigned program provides a greater opportunity for your skill development in C Programming, Java or C++ or C#, Database, Unix Operating System Testing Concepts and Behavioral skills. After completing the modules you will be required to clear the evaluation which will firm up your joining date into the organization.

Yours sincerely,
For **Wipro Limited,**

Rajeev Kumar
Global Head - Campus Hiring

I agree to accept employment on the terms and conditions mentioned in the above letter.

Date: __/__/____ **Signature**.....

Ref No: E12793461770288355 3158140
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WIPRO
Applying Thought

APPOINTMENT LETTER

April 14, 2015

Mr.Raju H
No. 155,
Shanti Nagar
Tumkur- 572103
Karnataka

Dear **Raju H**

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.

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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.

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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.

3. Other Benefits:

You will also be eligible for:

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b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.

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4. Responsibilities:

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b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.

c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

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b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

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In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

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This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

a. The employment terms in this Agreement are subject to change with the change in Wipro policies.

b. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

c. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

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e. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.

Your appointment cannot be further processed and will be treated as withdrawn in the event of:

i. Your failing to clear your final semester exams in the first attempt and there remaining any backlog papers, and/or

ii. a. For Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation.
b. For Post Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation and 65% in post-graduation.

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As part of our ongoing commitment to your continued learning and development before joining Wipro, we have an e-learning initiative 'Online Project Campus'. This online platform enables you to access the assigned learning programs from the convenience of your computer. As you are entering the IT Industry, it is important to have a strong foundation in at least one of the Programming languages, databases and operating systems. The redesigned program provides a greater opportunity for your skill development in C Programming, Java or C++ or C#, Database, Unix Operating System, Testing Concepts and Behavioral skills. After completing the modules you will be required to clear the evaluation which will firm up your joining date into the organization.

Yours sincerely,
For **Wipro Limited,**

Rajeev Kumar
Global Head - Campus Hiring

I agree to accept employment on the terms and conditions mentioned in the above letter.

Date: __/__/____ **Signature**.....

Ref No: E127934612474929229275223
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WIPRO
Applying Thought

APPOINTMENT LETTER

April 14, 2015

Ms.Mamatha
"Sri Ranga"
3rd cross, HMT lyt,
Bangalore- 560013
Karnataka

Dear **Mamatha**

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).

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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.

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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.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.

c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

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4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.

b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.

c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

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c.

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In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

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In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation.

8. General:

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

a. The employment terms in this Agreement are subject to change with the change in Wipro policies.

b. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

c. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

d. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

e. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.

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

f. Your appointment cannot be further processed and will be treated as withdrawn in the event of:

i. Your failing to clear your final semester exams in the first attempt and there remaining any backlog papers, and/or

ii. a. For Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation.
b. For Post Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation and 65% in post-graduation.

9. Training Agreement:

Training agreement in Wipro is for a total period of 15 months - for developing your skills and knowledge. Technical Class Room training will be for a period of 3 months and practical experience and training will be for the next 12 months. The Training period is deemed to be completed after completion of the Class Room and practical trainings. The company invests on your behalf for the cost of the training. Should you discontinue the employment during the period of training before the completion of 15 months from the date of joining, the training expenses of Rs. 75,000/- will have to be reimbursed by you.

10. Notice Period:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

11. Online Project Campus:

As part of our ongoing commitment to your continued learning and development before joining Wipro, we have an e-learning initiative 'Online Project Campus'. This online platform enables you to access the assigned learning programs from the convenience of your computer. As you are entering the IT Industry, it is important to have a strong foundation in at least one of the Programming languages, databases and operating systems. The redesigned program provides a greater opportunity for your skill development in C Programming, Java or C++ or C#, Database, Unix Operating System, Testing Concepts and Behavioral skills. After completing the modules you will be required to clear the evaluation which will firm up your joining date into the organization.

Yours sincerely,
For **Wipro Limited,**

Rajeev Kumar
Global Head - Campus Hiring

I agree to accept employment on the terms and conditions mentioned in the above letter.

Date: __/__/____ **Signature**..... .....

2014-15
1

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Date: DEC 23, 2014

Divyashree A G
 # 114, 1st Main Road, Laggere Kempegowda Layout,
Bangalore Karnataka - 560058
Email Id: ag.divyashree@gmail.com

Dear **Divyashree,**

We are pleased to offer you a full time position at **Grade E2** in which your designation would be **Software Engineer / Test Engineer,** as per the requirement of the business at the time of your joining with **Aricent Technologies (Holdings) Limited**. The value of your annualized Total Compensation (TC)[1] will be INR 350008/-

Following is the breakup of your TC:

All amounts in INR

	Per Month	Per Year
Basic Salary	10050	
Flexible Benefit Plan[2]	14632	
Provident Fund (Company's Contribution)		14472
Gratuity[4]		6852
Accident and Medical Insurance[5]		4500
Company Incentive Plan[6]**(CIP)**		28000

(1) Subject to deduction of contributions, charges and taxes at source as per the Laws/ Acts of Government of India, as may be applicable from time to time.
(2) Basket of Allowances. Please refer to the policy on Flexible Benefit Plan (FBP) available on Aricent World for FBP components and limits applicable to you.
(3) Company's Contribution. Equal amount will be deducted from the employee's monthly salary as per the Employee's Provident Funds and Miscellaneous Provisions Act, 1952.
(4) As per the Payment of Gratuity Act, 1972
(5) A comprehensive Group Insurance Plan has been taken to cover you under Medical, Personal Accident and Life Insurance programs. The Insurance Premium amount specified is indicative only and change from time to time. This amount varies with the change in actual insurance cost, is market driven and may change.
(6) Actual earnings/ payout is discretionary and will be governed by the Company Incentive Plan (CIP). Please refer to the policy available on Aricent World.

Details about various policies and benefits are given under 'Explanation of various benefits'. Please read and understand these carefully.

The Date of Joining and other relevant details will be separately intimated to you at the above-mentioned Email ID.

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Aricent Technologies (Holdings) Limited
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CIN # L65993DL2006PLC149728

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Page 2 of letter of offer to Divyashree A G dated DEC 23, 2014

Relocation:

In case of outstation candidates, Aricent will reimburse expenses limited to one way 3rd AC rail-fare or actual, whichever is lower, for you from your current location to your location of work to join Aricent. Please retain a copy of the ticket(s).

If required post completion of training, Aricent will provide you with 10 days complimentary accommodation, while you make your own arrangements. Only outstation candidates will be eligible for availing this facility.

The relocation amount should be claimed within 90 days of your joining Aricent post which you will not be entitled for this claim. Should you voluntarily terminate your services with Aricent before a period of two years from the date of joining, you will be required to return the relocation amount in full to Aricent.

Covenant of Non-Competition: You agree that during your employment and for 3 months thereafter, you will not directly or indirectly represent, be employed by, consult for or otherwise be associated with any other third party in the same capacity for which you are providing services under your employment nor will you be employed by or consult for any customer or supplier of the Company for which you perform work for under your employment without the prior consent of the Company. However Company shall at its sole discretion decide either to allow or disallow you to do so. Furthermore, you agree that you and any individual or entity under your direct or indirect control will not solicit, hire or retain as an employee or independent contractor any employee or former employee of the Company without the prior written consent of an authorized executive officer of the Company.

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Page 3 of letter of offer to Divyashree A G dated DEC 23, 2014

As per Company policy, you would be required to sign a standard Non-Disclosure Agreement to protect classified/proprietary information at the time of joining and declarations related to agreement with Aricent Ethics and No Conflict of Interest Policy. On joining the Company you would also be required to re-verify the Security Declaration provided by you in the Employment Application Form.

You will be required to undergo training for a period which will usually vary from 8 to 12 calendar weeks at a facility as deemed appropriated and confirmed by the Company. Successful closure of the training would be based on the assessment of the Company. Incase an employee is not able to meet the expectations of the Company during the training, the Company reserves the right to terminate the services of such an employee without giving any advance notice or salary (Basic + FBP) in lieu thereof

You will be on probation for a period of nine months from your Date of Joining the Company. You will be deemed to have completed the probation period, subject to:

- The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent, as defined by the Company policy.
- Completion of all prescribed training programs. These programs are aimed at successfully inducting new employees into the organization

Employees who do not complete their probation would not be eligible for promotion, salary increase or incentive payments. Such benefits would be held back till the successful completion of probation.

Your employment with the Company may be terminated after giving a notice of three months or salary (Basic + FBP) in lieu thereof. You are bound to give three months notice before leaving the services of the Company. You will ensure that all your on-going activities are successfully completed and handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary (Basic + FBP) in lieu of such shortened notice period. Should you decide to voluntarily leave the services of the Company or there be a separation by way of dismissal or grounds of indiscipline/ misconduct and/or performance or continued absence from services without sufficient cause or authorization (of which the Company shall be the sole judge) or abandoning your services before completing 21 months from your Date of Joining; the Company reserves the right to recover appropriate training cost as per terms and conditions agreed between Aricent and yourself vide a separate bond agreement. You agree herein that the terms of the bond agreement, though not being repeated herein for the sake of brevity, have been made clear to you and are acceptable to you.

You shall be governed by the Company policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Company policies & processes available on the Company intranet (hereby referred as Aricent World).

The company has the right to transfer you to any of the existing or future office or client locations in India or abroad.

Important: The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

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Page 4 of letter of offer to Divyashree A G dated DEC 23, 2014

Please sign the enclosed copy of this letter to indicate your acceptance of the offer and send this to us within the next seven days.

PS: Please bring the Photocopies of all the Documents below (SELF ATTESTED) {from 1-6} with you, on the day of your joining, for personnel records:

1. 10th/12th Mark Sheet/Certificate
2. Graduation/Post graduation/Diploma/Certifications-All Semester Mark sheet & Degree (as applicable)
3. ID proof With Photograph – Valid Passport/Driver License/Voter ID/Ration Card
4. Relieving & Experience Certificates from all the previous employers(if applicable)
5. Permanent Address Proof
6. PAN Card
7. 2 Passport Size Photographs
8. Date of Birth of Parents, Parents in laws, Spouse & Children

We will be proud to have you as a member of our team to further enhance Aricent's position as the leading software company in the communication sector as well as a Best Employer. Your contact in Talent Acquisition would be **Hari Nandan Sharma (Email id; hari.sharma@aricent.com) Phone No. -0124-4095888 Extension No. 6063)**. Please feel free to get in touch for any questions or assistance that you may need.

Looking forward to your joining the Aricent team.

Yours Sincerely,

Suresh Hariharan
(Director – Talent Acquisition)

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Explanation of Various Benefits
This section gives details of the various benefit schemes at Aricent and the way they are administered. Coverage under any of these plans may be subject to certain requirements or limitations. This information cannot be used to modify any coverage that is listed in separate insurance documents, policies, trust deeds, etc. In all cases, the provisions of these documents and policies and letter of offer (and subsequent changes) would apply. The company reserves the right to amend any compensation plan or information given in this section without prior notice. Please talk to your respective Human Resources representative for further assistance.

Flexible Benefit Plan (FBP): Under the Flexible Benefit Plan (FBP), you can choose the amount allocated to one or more of the following benefits each year (with in the limit of your FBP) based on your personal needs. Alternatively you can take the entire amount as a taxable salary. FBP is subject to Income Tax as per prevailing Government rules and regulations.

- House Rent Allowance (HRA)/ Rent Free Accommodation (RFA)
- Medical Expenses (other than medical insurance)
- Leave Travel Allowance (LTA)
- Additional purchase of Medical Insurance
- Professional Development Allowance
- Telephone reimbursement
- National Pension Scheme
- Children education/ hostel allowance
- Vehicle Lease Plan
- Conveyance Allowance
- Meal Pass
- Fuel & driver expenses reimbursement
- Club Membership expenses (Reimbursement)

Finance would announce dates (each quarter) when the original proof of above expenses can be submitted. The adjustment of Income Tax would be done based on the prevailing Income Tax laws from time to time. Please note that the income tax treatment related to any of the elements of the FBP could change based on the emerging/changing legal provisions applicable. Finally, you are advised to read the FBP policy on Aricent World in detail on joining.

Insurance:
Medical Insurance for Self & Family -Aricent provides comprehensive medical insurance benefit to the employee, spouse and children of the employee. In addition to this, there is an attractive plan to cover the parents and/or parent-in-laws sponsored by the employee. The company provides subsidy based on the longevity of the employee with Aricent.. As you can appreciate, this benefit is of significant value since the commercial value of insurance benefit is much higher. Please refer to the details in the Group Medical Insurance Policy on Aricent World on joining.

New employees will be required to submit a declaration for the same on the date of joining or within fifteen working days from Date of Joining.

Personal Accident & Life Insurance -Aricent also provides an attractive plan for covering the employee (only self) for personal accident & life insurance. Please refer to the details in the Policy on Personal Accident & Life Insurance on Aricent World on joining.

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Page 6 of letter of offer to Divyashree A G dated DEC 23, 2014

Company Incentive Plan (CIP):
Amount mentioned is target earnings. The actual incentive payable is based on achievement of the performance against pre-defined goals.

Incentive is payable to those employees who are in active service on the disbursement day i.e., Novembe month payroll for the first half (H1) of the financial year and May month payroll for the annual payment Incentive shall not be payable to employees who have resigned or relieved from the services of the company as on the disbursement date. For employees who join the Company mid-way in the year, their incentive payment would be prorated based on actual number of days worked in the respective period Please refer to the detailed policy document available in Aricent World upon joining the Company.

Provident Fund (PF): PF is a statutory benefit available to all regular employees of Aricent. Aricent has constituted a Trust for the efficient administration of the scheme. The objective of the scheme is to provide adequate social security (as per Government rules) to the employees after active work life.
Coverage: Automatic on joining Aricent, 12% of the employee's basic pay is contributed to the PF account of the employee maintained by the Trust at Aricent every month. The company will contribute an equivalent amount every month. Out of the Company's contribution, a part of the contribution, subject to a maximum of Rs.541 per month, is payable to Pension Fund maintained by Regional Provident Fund Commissioner (RPFC). However, this ceiling is subject to change as notified by the PF authorities from time to time. Interest will accrue on all accumulations.
Benefits: Accumulations will gather compounded interest annually in the course of membership as per prevailing PF rules. The total accumulations can be withdrawn from the Trust at the time of retirement. You shall be entitled to receive Pension on retirement from the RPF commissioner as per the existing rules. In case of earlier separation, the accumulation in the Aricent PF Trust can be withdrawn or transferred subject to prevailing PF rules at that time. Loans: Employees may apply for loans to the Trust for specified purposes as per PF rules. Both refundable and non-refundable options are available.

Gratuity Scheme: The employee becomes eligible for gratuity benefits under the scheme after completion of five years of employment. The gratuity is equivalent to 15 days of basic salary for each completed year of service (a month means 22 days for the purpose of calculating gratuity). The gratuity is payable on retirement from service or separation from the company or in the event of earlier death. In case of death while in service, the nominee will get gratuity calculated as though the employee had worked with the Company until the retirement age.

Company Lease: Aricent provides for company lease for renting of residential accommodation. The lease amount is adjusted against HRA as declared by an individual. Aricent would pay the security and advance and recover the same from the salary, as per the prevailing Company policy.

Working Hours and Holidays: The normal working hours are between 8:30 a.m. to 5:30 p.m., Monday to Friday, with a 45-minute lunch break. There are 9 company holidays per year. The company provides 12 days Casual/Sick Leave (CL) and 15 days Privilege Leave (PL) and 1 day Floating Leave per year (on a pro rata basis depending on number of months worked in the company in a year). Holidays and weekends (or weekly offs) are not counted as leaves. Aricent has a flexible working hours practice.

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Date: MAR 18, 2015

Khushi Kumari
S/O Sahdev Prasad Yadav, A.T./P.O.-Rajoun,
Banka, Bihar - 813107
Email Id: khushi11027@gmail.com

Dear **Khushi,**

We are pleased to offer you a full time position at **Grade E2** in which your designation would be **Software Engineer / Test Engineer,** as per the requirement of the business at the time of your joining with **Aricent Technologies (Holdings) Limited**. The value of your annualized Total Compensation (TC)[1] will be INR **350008/-**

Following is the breakup of your TC:

All amounts in INR

	Per Month	Per Year
Basic Salary	10050	
Flexible Benefit Plan [2]	14632	
Provident Fund (Company's Contribution)		14472
Gratuity[4]		6852
Accident and Medical Insurance [5]		4500
Company Incentive Plan [6]**(CIP)**		28000

(1) Subject to deduction of contributions, charges and taxes at source as per the Laws/ Acts of Government of India, as may be applicable from time to time.
(2) Basket of Allowances. Please refer to the policy on Flexible Benefit Plan (FBP) available on Aricent World for FBP components and limits applicable to you.
(3) Company's Contribution. Equal amount will be deducted from the employee's monthly salary as per the Employee's Provident Funds and Miscellaneous Provisions Act, 1952
(4) As per the Payment of Gratuity Act, 1972
(5) A comprehensive Group Insurance Plan has been taken to cover you under Medical, Personal Accident and Life Insurance programs. The Insurance Premium amount specified is indicative only and change from time to time. This amount varies with the change in actual insurance cost, is market driven and may change.
(6) Actual earnings/ payout is discretionary and will be governed by the Company Incentive Plan (CIP). Please refer to the policy available on Aricent World.

Details about various policies and benefits are given under 'Explanation of various benefits'. Please read and understand these carefully.

The Date of Joining and other relevant details will be separately intimated to you at the above-mentioned Email ID.

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Relocation:

In case of outstation candidates, Aricent will reimburse expenses limited to one way 3rd AC rail-fare or actual, whichever is lower, for you from your current location to your location of work to join Aricent. Please retain a copy of the ticket(s).

If required post completion of training, Aricent will provide you with 10 days complimentary accommodation, while you make your own arrangements. Only outstation candidates will be eligible for availing this facility.

The relocation amount should be claimed within 90 days of your joining Aricent post which you will not be entitled for this claim. Should you voluntarily terminate your services with Aricent before a period of two years from the date of joining, you will be required to return the relocation amount in full to Aricent.

Covenant of Non-Competition: You agree that during your employment and for 6 months thereafter, you will not directly or indirectly represent, be employed by, consult for or otherwise be associated with any other third party in the same capacity for which you are providing services under your employment nor will you be employed by or consult for any customer or supplier of the Company for which you perform work for under your employment without the prior consent of the Company. However Company shall at its sole discretion decide either to allow or disallow you to do so. Furthermore, you agree that you and any individual or entity under your direct or indirect control will not solicit, hire or retain as an employee or independent contractor any employee or former employee of the Company without the prior written consent of an authorized executive officer of the Company.

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As per Company policy, you would be required to sign a standard Non-Disclosure Agreement to protect classified/proprietary information at the time of joining and declarations related to agreement with Aricent Ethics and No Conflict of Interest Policy. On joining the Company you would also be required to re-verify the Security Declaration provided by you in the Employment Application Form.

You will be required to undergo training for a period which will usually vary from 8 to 12 calendar weeks at a facility as deemed appropriated and confirmed by the Company. Successful closure of the training would be based on the assessment of the Company. Incase an employee is not able to meet the expectations of the Company during the training, the Company reserves the right to terminate the services of such an employee without giving any advance notice or salary (Basic + FBP) in lieu thereof.

You will be on probation for a period of nine months from your Date of Joining the Company. You will be deemed to have completed the probation period, subject to:

- The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent, as defined by the Company policy.
- Completion of all prescribed training programs. These programs are aimed at successfully inducting new employees into the organization

Employees who do not complete their probation would not be eligible for promotion salary increase or incentive payments. Such benefits would be held back till the successful completion of probation.

Your employment with the Company may be terminated after giving a notice of three months or salary (Basic + FBP) in lieu thereof. You are bound to give three months notice before leaving the services of the Company. You will ensure that all your on-going activities are successfully completed and handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary (Basic + FBP) in lieu of such shortened notice period. Should you decide to voluntarily leave the services of the Company or there be a separation by way of dismissal on grounds of indiscipline/ misconduct and/or performance or continued absence from services without sufficient cause or authorization (of which the Company shall be the sole judge) or abandoning your services before completing 21 months from your Date of Joining; the Company reserves the right to recover appropriate training cost as per terms and conditions agreed between Aricent and yourself vide a separate bond agreement. You agree herein that the terms of the bond agreement, though not being repeated herein for the sake of brevity, have been made clear to you and are acceptable to you.

You shall be governed by the Company policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Company policies & processes available on the Company intranet (hereby referred as Aricent World).

The company has the right to transfer you to any of the existing or future office or client locations in India or abroad.

Important: The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

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Please sign the enclosed copy of this letter to indicate your acceptance of the offer and send this to us within the next seven days.

PS: Please bring the Photocopies of all the Documents below (SELF ATTESTED) (from 1-6) with you, on the day of your joining, for personnel records:

1. 10th/12th Mark Sheet/Certificate
2. Graduation/Post graduation/Diploma/Certifications-All Semester Mark sheet & Degree (as applicable)
3. ID proof With Photograph – Valid Passport/Driver License/Voter ID/Ration Card
4. Relieving & Experience Certificates from all the previous employers(if applicable)
5. Permanent Address Proof
6. PAN Card
7. 2 Passport Size Photographs
8. Date of Birth of Parents, Parents in laws, Spouse & Children

We will be proud to have you as a member of our team to further enhance Aricent's position as the leading software company in the communication sector as well as a Best Employer. Your contact in Talent Acquisition would be **Hari Nandan Sharma (Email id; hari.sharma@aricent.com) Phone No. -0124-4095888 Extension No. 6063)**. Please feel free to get in touch for any questions or assistance that you may need.

Looking forward to your joining the Aricent team.

Yours Sincerely,

Suresh Hariharan
(Director – Talent Acquisition)

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Explanation of Various Benefits

This section gives details of the various benefit schemes at Aricent and the way they are administered. Coverage under any of these plans may be subject to certain requirements or limitations. This information cannot be used to modify any coverage that is listed in separate insurance documents, policies, trust deeds, etc. In all cases the provisions of these documents and policies and letter of offer (and subsequent changes) would apply. The company reserves the right to amend any compensation plan or information given in this section without prior notice. Please talk to your respective Human Resources representative for further assistance.

Flexible Benefit Plan (FBP): Under the Flexible Benefit Plan (FBP), you can choose the amount allocated to one or more of the following benefits each year (with in the limit of your FBP) based on your personal needs. Alternatively you can take the entire amount as a taxable salary. FBP is subject to Income Tax as per prevailing Government rules and regulations.

- House Rent Allowance (HRA)/ Rent Free Accommodation (RFA)
- Medical Expenses (other than medical insurance)
- Leave Travel Allowance (LTA)
- Additional purchase of Medical Insurance
- Professional Development Allowance
- Telephone reimbursement
- National Pension Scheme
- Children education/ hostel allowance
- Vehicle Lease Plan
- Conveyance Allowance
- Meal Pass
- Fuel & driver expenses reimbursement
- Club Membership expenses (Reimbursement)

Finance would announce dates (each quarter) when the original proof of above expenses can be submitted. The adjustment of Income Tax would be done based on the prevailing Income Tax laws from time to time. Please note that the income tax treatment related to any of the elements of the FBP could change based on the emerging/changing legal provisions applicable. Finally, you are advised to read the FBP policy on Aricent World in detail on joining.

Insurance:

Medical Insurance for Self & Family -Aricent provides comprehensive medical insurance benefit to the employee, spouse and children of the employee. In addition to this, there is an attractive plan to cover the parents and/or parent-in-laws sponsored by the employee. The company provides subsidy based on the longevity of the employee with Aricent.. As you can appreciate, this benefit is of significant value since the commercial value of insurance benefit is much higher. Please refer to the details in the Group Medical Insurance Policy on Aricent World on joining.

New employees will be required to submit a declaration for the same on the date of joining or within fifteen working days from Date of Joining.

Personal Accident & Life Insurance -Aricent also provides an attractive plan for covering the employee (only self) for personal accident & life insurance. Please refer to the details in the Policy on Personal Accident & Life Insurance on Aricent World on joining.

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CIN # U65993DL2006PLC149728

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Company Incentive Plan (CIP):
Amount mentioned is target earnings. The actual incentive payable is based on achievement of the performance against pre-defined goals.

Incentive is payable to those employees who are in active service on the disbursement day i.e., November month payroll for the first half (H1) of the financial year and May month payroll for the annual payment. Incentive shall not be payable to employees who have resigned or relieved from the services of the company as on the disbursement date. For employees who join the Company mid-way in the year, their incentive payment would be prorated based on actual number of days worked in the respective period. Please refer to the detailed policy document available in Aricent World upon joining the Company.

Provident Fund (PF): PF is a statutory benefit available to all regular employees of Aricent. Aricent has constituted a Trust for the efficient administration of the scheme. The objective of the scheme is to provide adequate social security (as per Government rules) to the employees after active work life.
Coverage: Automatic on joining Aricent, 12% of the employee's basic pay is contributed to the PF account of the employee maintained by the Trust at Aricent every month. The company will contribute an equivalent amount every month. Out of the Company's contribution, a part of the contribution, subject to a maximum of Rs.541 per month, is payable to Pension Fund maintained by Regional Provident Fund Commissioner (RPFC). However, this ceiling is subject to change as notified by the PF authorities from time to time. Interest will accrue on all accumulations.
Benefits: Accumulations will gather compounded interest annually in the course of membership as per prevailing PF rules. The total accumulations can be withdrawn from the Trust at the time of retirement. You shall be entitled to receive Pension on retirement from the RPF commissioner as per the existing rules. In case of earlier separation, the accumulation in the Aricent PF Trust can be withdrawn or transferred subject to prevailing PF rules at that time. Loans: Employees may apply for loans to the Trust for specified purposes as per PF rules. Both refundable and non-refundable options are available.

Gratuity Scheme: The employee becomes eligible for gratuity benefits under the scheme after completion of five years of employment. The gratuity is equivalent to 15 days of basic salary for each completed year of service (a month means 22 days for the purpose of calculating gratuity). The gratuity is payable on retirement from service or separation from the company or in the event of earlier death. In case of death while in service, the nominee will get gratuity calculated as though the employee had worked with the Company until the retirement age.

Company Lease: Aricent provides for company lease for renting of residential accommodation. The lease amount is adjusted against HRA as declared by an individual. Aricent would pay the security and advance and recover the same from the salary, as per the prevailing Company policy.

Working Hours and Holidays: The normal working hours are between 8:30 a.m. to 5:30 p.m., Monday to Friday, with a 45-minute lunch break. There are 9 company holidays per year. The company provides 12 days Casual/Sick Leave (CL) and 15 days Privilege Leave (PL) and 1 day Floating Leave per year (on a pro rata basis depending on number of months worked in the company in a year). Holidays and weekends (or weekly offs) are not counted as leaves. Aricent has a flexible working hours practice.

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Date: DEC 23, 2014

Nilesh Kumar
Type A 203 Urvarak Nagar Barauni,
Begusarai Bihar - 851115
Email Id: 14nkshahi@gmail.com

Dear **Nilesh,**

We are pleased to offer you a full time position at **Grade E2** in which your designation would be **Software Engineer / Test Engineer,** as per the requirement of the business at the time of your joining with **Aricent Technologies (Holdings) Limited**. The value of your annualized Total Compensation (TC)[1] will be INR 350008/-

Following is the breakup of your TC:

All amounts in INR

	Per Month	Per Year
Basic Salary	10050	
Flexible Benefit Plan [2]	14632	
Provident Fund (Company's Contribution)		14472
Gratuity[4]		6852
Accident and Medical Insurance [5]		4500
Company Incentive Plan [6](CIP)		28000

(1) Subject to deduction of contributions, charges and taxes at source as per the Laws/ Acts of Government of India, as may be applicable from time to time.
(2) Basket of Allowances. Please refer to the policy on Flexible Benefit Plan (FBP) available on Aricent World for FBP components and limits applicable to you.
(3) Company's Contribution. Equal amount will be deducted from the employee's monthly salary as per the Employees Provident Funds and Miscellaneous Provisions Act, 1952.
(4) As per the Payment of Gratuity Act, 1972
(5) A comprehensive Group Insurance Plan has been taken to cover you under Medical, Personal Accident and Life Insurance programs. The Insurance Premium amount specified is indicative only and change from time to time. This amount varies with the change in actual insurance cost, is market driven and may change.
(6) Actual earnings/ payout is discretionary and will be governed by the Company Incentive Plan (CIP). Please refer to the policy available on Aricent World.

Details about various policies and benefits are given under 'Explanation of various benefits'. Please read and understand these carefully.

The Date of Joining and other relevant details will be separately intimated to you at the above-mentioned Email ID.

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Aricent

Relocation:

In case of outstation candidates, Aricent will reimburse expenses limited to one way 3rd AC rail-fare or actual, whichever is lower, for you from your current location to your location of work to join Aricent. Please retain a copy of the ticket(s).

If required post completion of training, Aricent will provide you with 10 days complimentary accommodation, while you make your own arrangements. Only outstation candidates will be eligible for availing this facility.

The relocation amount should be claimed within 90 days of your joining Aricent post which you will not be entitled for this claim. Should you voluntarily terminate your services with Aricent before a period of two years from the date of joining, you will be required to return the relocation amount in full to Aricent.

Covenant of Non-Competition: You agree that during your employment and for 6 months thereafter, you will not directly or indirectly represent, be employed by, consult for or otherwise be associated with any other third party in the same capacity for which you are providing services under your employment nor will you be employed by or consult for any customer or supplier of the Company for which you perform work for under your employment without the prior consent of the Company. However Company shall at its sole discretion decide either to allow or disallow you to do so. Furthermore, you agree that you and any individual or entity under your direct or indirect control will not solicit, hire or retain as an employee or independent contractor any employee or former employee of the Company without the prior written consent of an authorized executive officer of the Company.

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As per Company policy, you would be required to sign a standard Non-Disclosure Agreement to protect classified/proprietary information at the time of joining and declarations related to agreement with Aricent Ethics and No Conflict of Interest Policy. On joining the Company you would also be required to re-verify the Security Declaration provided by you in the Employment Application Form.

You will be required to undergo training for a period which will usually vary from 8 to 12 calendar weeks at a facility as deemed appropriated and confirmed by the Company. Successful closure of the training would be based on the assessment of the Company. Incase an employee is not able to meet the expectations of the Company during the training, the Company reserves the right to terminate the services of such an employee without giving any advance notice or salary (Basic + FBP) in lieu thereof.

You will be on probation for a period of nine months from your Date of Joining the Company. You will be deemed to have completed the probation period, subject to:

- The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent, as defined by the Company policy.
- Completion of all prescribed training programs. These programs are aimed at successfully inducting new employees into the organization

Employees who do not complete their probation would not be eligible for promotion, salary increase or incentive payments. Such benefits would be held back till the successful completion of probation.

Your employment with the Company may be terminated after giving a notice of three months or salary (Basic + FBP) in lieu thereof. You are bound to give three months notice before leaving the services of the Company. You will ensure that all your on-going activities are successfully completed and handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary (Basic + FBP) in lieu of such shortened notice period. Should you decide to voluntarily leave the services of the Company or there be a separation by way of dismissal on grounds of indiscipline/ misconduct and/or performance or continued absence from services without sufficient cause or authorization (of which the Company shall be the sole judge) or abandoning your services before completing 21 months from your Date of Joining; the Company reserves the right to recover appropriate training cost as per terms and conditions agreed between Aricent and yourself vide a separate bond agreement. You agree herein that the terms of the bond agreement, though not being repeated herein for the sake of brevity, have been made clear to you and are acceptable to you.

You shall be governed by the Company policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Company policies & processes available on the Company intranet (hereby referred as Aricent World).

The company has the right to transfer you to any of the existing or future office or client locations in India or abroad.

Important: The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

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Please sign the enclosed copy of this letter to indicate your acceptance of the offer and send this to us within the next seven days.

PS: Please bring the Photocopies of all the Documents below (SELF ATTESTED) {from 1-6} with you, on the day of your joining, for personnel records:

1. 10th/12th Mark Sheet/Certificate
2. Graduation/Post graduation/Diploma/Certifications-All Semester Mark sheet & Degree (as applicable)
3. ID proof With Photograph – Valid Passport/Driver License/Voter ID/Ration Card
4. Relieving & Experience Certificates from all the previous employers(if applicable)
5. Permanent Address Proof
6. PAN Card
7. 2 Passport Size Photographs
8. Date of Birth of Parents, Parents in laws, Spouse & Children

We will be proud to have you as a member of our team to further enhance Aricent's position as the leading software company in the communication sector as well as a Best Employer. Your contact in Talent Acquisition would be **Hari Nandan Sharma (Email id; hari.sharma@aricent.com) Phone No. -0124-4095883 Extension No. 6063)**. Please feel free to get in touch for any questions or assistance that you may need.

Looking forward to your joining the Aricent team.

Yours Sincerely,

Suresh Hariharan
(Director – Talent Acquisition)

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Explanation of Various Benefits

This section gives details of the various benefit schemes at Aricent and the way they are administered. Coverage under any of these plans may be subject to certain requirements or limitations. This information cannot be used to modify any coverage that is listed in separate insurance documents, policies, trust deeds, etc. In all cases the provisions of these documents and policies and letter of offer (and subsequent changes) would apply. The company reserves the right to amend any compensation plan or information given in this section without prior notice. Please talk to your respective Human Resources representative for further assistance.

Flexible Benefit Plan (FBP): Under the Flexible Benefit Plan (FBP) you can choose the amount allocated to one or more of the following benefits each year (with in the limit of your FBP) based on your personal needs. Alternatively you can take the entire amount as a taxable salary. FBP is subject to Income Tax as per prevailing Government rules and regulations.

- House Rent Allowance (HRA)/ Rent Free Accommodation (RFA)
- Medical Expenses (other than medical insurance)
- Leave Travel Allowance (LTA)
- Additional purchase of Medical Insurance
- Professional Development Allowance
- Telephone reimbursement
- National Pension Scheme
- Children education/ hostel allowance
- Vehicle Lease Plan
- Conveyance Allowance
- Meal Pass
- Fuel & driver expenses reimbursement
- Club Membership expenses (Reimbursement)

Finance would announce dates (each quarter) when the original proof of above expenses can be submitted. The adjustment of Income Tax would be done based on the prevailing Income Tax laws from time to time. Please note that the income tax treatment related to any of the elements of the FBP could change based on the emerging/changing legal provisions applicable. Finally, you are advised to read the FBP policy on Aricent World in detail on joining.

Insurance:

Medical Insurance for Self & Family -Aricent provides comprehensive medical insurance benefit to the employee, spouse and children of the employee. In addition to this, there is an attractive plan to cover the parents and/or parent-in-laws sponsored by the employee. The company provides subsidy based on the longevity of the employee with Aricent.. As you can appreciate, this benefit is of significant value since the commercial value of insurance benefit is much higher. Please refer to the details in the Group Medical Insurance Policy on Aricent World on joining.

New employees will be required to submit a declaration for the same on the date of joining or within fifteen working days from Date of Joining.

Personal Accident & Life Insurance -Aricent also provides an attractive plan for covering the employee (only self) for personal accident & life insurance. Please refer to the details in the Policy on Personal Accident & Life Insurance on Aricent World on joining.

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Company Incentive Plan (CIP):
Amount mentioned is target earnings. The actual incentive payable is based on achievement of the performance against pre-defined goals.

Incentive is payable to those employees who are in active service on the disbursement day i.e., November month payroll for the first half (H1) of the financial year and May month payroll for the annual payment. Incentive shall not be payable to employees who have resigned or relieved from the services of the company as on the disbursement date. For employees who join the Company mid-way in the year, their incentive payment would be prorated based on actual number of days worked in the respective period. Please refer to the detailed policy document available in Aricent World upon joining the Company.

Provident Fund (PF): PF is a statutory benefit available to all regular employees of Aricent. Aricent has constituted a Trust for the efficient administration of the scheme. The objective of the scheme is to provide adequate social security (as per Government rules) to the employees after active work life.
Coverage: Automatic on joining Aricent, 12% of the employee's basic pay is contributed to the PF account of the employee maintained by the Trust at Aricent every month. The company will contribute an equivalent amount every month. Out of the Company's contribution, a part of the contribution subject to a maximum of Rs.541 per month, is payable to Pension Fund maintained by Regional Provident Fund Commissioner (RPFC). However, this ceiling is subject to change as notified by the PF authorities from time to time. Interest will accrue on all accumulations.
Benefits: Accumulations will gather compounded interest annually in the course of membership as per prevailing PF rules. The total accumulations can be withdrawn from the Trust at the time of retirement. You shall be entitled to receive Pension on retirement from the RPF commissioner as per the existing rules. In case of earlier separation, the accumulation in the Aricent PF Trust can be withdrawn or transferred subject to prevailing PF rules at that time. Loans: Employees may apply for loans to the Trust for specified purposes as per PF rules. Both refundable and non-refundable options are available.

Gratuity Scheme The employee becomes eligible for gratuity benefits under the scheme after completion of five years of employment. The gratuity is equivalent to 15 days of basic salary for each completed year of service (a month means 22 days for the purpose of calculating gratuity). The gratuity is payable on retirement from service or separation from the company or in the event of earlier death. In case of death while in service, the nominee will get gratuity calculated as though the employee had worked with the Company until the retirement age.

Company Lease: Aricent provides for company lease for renting of residential accommodation. The lease amount is adjusted against HRA as declared by an individual. Aricent would pay the security and advance and recover the same from the salary, as per the prevailing Company policy.

Working Hours and Holidays: The normal working hours are between 8:30 a.m. to 5:30 p.m., Monday to Friday, with a 45-minute lunch break. There are 9 company holidays per year. The company provides 12 days Casual/Sick Leave (CL) and 15 days Privilege Leave (PL) and 1 day Floating Leave per year (on a pro rata basis depending on number of months worked in the company in a year). Holidays and weekends (or weekly offs) are not counted as leaves. Aricent has a flexible working hours practice.

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Date: DEC 23, 2014

Sharan M
Muggeri Kalamane, Havanje Post Udupi Taluk And District,
Udupi Karnataka - 576124
Email Id: sharanshetty18@gmail.com

Dear Sharan,

We are pleased to offer you a full time position at **Grade E2** in which your designation would be **Software Engineer , Test Engineer,** as per the requirement of the business at the time of your joining with **Aricent Technologies (Holdings) Limited.** The value of your annualized Total Compensation (TC)[1] will be INR **350000/-**

Following is the breakup of your TC:

All amounts in INR

	Per Month	Per Year
Basic Salary	10050	
Flexible Benefit Plan [2]	14632	
Provident Fund (Company's Contribution)		14472
Gratuity[4]		6852
Accident and Medical Insurance [5]		4500
Company Incentive Plan [6]**(CIP)**		28000

(1) Subject to deduction of contributions, charges and taxes at source as per the Laws/ Acts of Government of India, as may be applicable from time to time.
(2) Basket of Allowances. Please refer to the policy on Flexible Benefit Plan (FBP) available on Aricent World for FBP components and limits applicable to you.
(3) Company's Contribution. Equal amount will be deducted from the employee's monthly salary as per the Employee's Provident Funds and Miscellaneous Provisions Act, 1952.
(4) As per the Payment of Gratuity Act, 1972
(5) A comprehensive Group Insurance Plan has been taken to cover you under Medical, Personal Accident and Life Insurance programs. The Insurance Premium amount specified is indicative only and change from time to time. This amount varies with the change in actual insurance cost, is market driven and may change.
(6) Actual earnings/ payout is discretionary and will be governed by the Company Incentive Plan (CIP). Please refer to the policy available on Aricent World.

Details about various policies and benefits are given under Explanation of various benefits. Please read and understand these carefully.

The Date of Joining and other relevant details will be separately intimated to you at the above-mentioned Email ID.

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Page 2 of letter of offer to Sharan M dated DEC 23, 2014

Relocation:

In case of outstation candidates, Aricent will reimburse expenses limited to one way 3rd AC rail-fare or actual, whichever is lower, for you from your current location to your location of work to join Aricent. Please retain a copy of the ticket(s).

If required post completion of training, Aricent will provide you with 10 days complimentary accommodation, while you make your own arrangements. Only outstation candidates will be eligible for availing this facility.

The relocation amount should be claimed within 90 days of your joining Aricent post which you will not be entitled for this claim. Should you voluntarily terminate your services with Aricent before a period of two years from the date of joining, you will be required to return the relocation amount in full to Aricent.

Covenant of Non-Competition: You agree that during your employment and for 6 months thereafter, you will not directly or indirectly represent, be employed by, consult for or otherwise be associated with any other third party in the same capacity for which you are providing services under your employment nor will you be employed by or consult for any customer or supplier of the Company for which you perform work for under your employment without the prior consent of the Company. However Company shall at its sole discretion decide either to allow or disallow you to do so. Furthermore, you agree that you and any individual or entity under your direct or indirect control will not solicit, hire or retain as an employee or independent contractor any employee or former employee of the Company without the prior written consent of an authorized executive officer of the Company.

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Aricent

As per Company policy, you would be required to sign a standard Non-Disclosure Agreement to protect classified/proprietary information at the time of joining and declarations related to agreement with Aricent Ethics and No Conflict of Interest Policy. On joining the Company you would also be required to re-verify the Security Declaration provided by you in the Employment Application Form.

You will be required to undergo training for a period which will usually vary from 8 to 12 calendar weeks at a facility as deemed appropriated and confirmed by the Company. Successful closure of the training would be based on the assessment of the Company. Incase an employee is not able to meet the expectations of the Company during the training, the Company reserves the right to terminate the services of such an employee without giving any advance notice or salary (Basic + FBP) in lieu thereof.

You will be on probation for a period of nine months from your Date of Joining the Company. You will be deemed to have completed the probation period, subject to:

- The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent, as defined by the Company policy.
- Completion of all prescribed training programs. These programs are aimed at successfully inducting new employees into the organization

Employees who do not complete their probation would not be eligible for promotion, salary increase or incentive payments. Such benefits would be held back till the successful completion of probation.

Your employment with the Company may be terminated after giving a notice of three months or salary (Basic + FBP) in lieu thereof. You are bound to give three months notice before leaving the services of the Company. You will ensure that all your on-going activities are successfully completed and handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary (Basic + FBP) in lieu of such shortened notice period. Should you decide to voluntarily leave the services of the Company or there be a separation by way of dismissal on grounds of indiscipline/ misconduct and/or performance or continued absence from services without sufficient cause or authorization (of which the Company shall be the sole judge) or abandoning your services before completing 21 months from your Date of Joining the Company reserves the right to recover appropriate training cost as per terms and conditions agreed between Aricent and yourself vide a separate bond agreement. You agree herein that the terms of the bond agreement, though not being repeated herein for the sake of brevity, have been made clear to you and are acceptable to you.

You shall be governed by the Company policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Company policies & processes available on the Company intranet (hereby referred as Aricent World).

The company has the right to transfer you to any of the existing or future office or client locations in India or abroad.

Important: The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

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Bengaluru - 560 057

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Page 4 of letter of offer to Sharan M dated DEC 23, 2014

Please sign the enclosed copy of this letter to indicate your acceptance of the offer and send this to us within the next seven days.

PS: Please bring the Photocopies of all the Documents below (SELF ATTESTED) [from 1-6) with you, on the day of your joining, for personnel records:

1. 10th/12th Mark Sheet/Certificate
2. Graduation/Post graduation/Diploma/Certifications-All Semester Mark sheet & Degree (as applicable)
3. ID proof With Photograph – Valid Passport/Driver License/Voter ID/Ration Card
4. Relieving & Experience Certificates from all the previous employers(if applicable)
5. Permanent Address Proof
6. PAN Card
7. 2 Passport Size Photographs
8. Date of Birth of Parents, Parents in laws, Spouse & Children

We will be proud to have you as a member of our team to further enhance Aricent's position as the leading software company in the communication sector as well as a Best Employer. Your contact in Talent Acquisition would be **Hari Nandan Sharma (Email id; hari.sharma@aricent.com) Phone No. -0124-4095888 Extension No. 6063)**. Please feel free to get in touch for any questions or assistance that you may need.

Looking forward to your joining the Aricent team.

Yours Sincerely,

Suresh Hariharan
(Director – Talent Acquisition)

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Haryana, India

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Aricent Technologies (Holdings) Limited
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CIN # U65993DL2006PLC149728

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Page 5 of letter of offer to Sharan M dated DEC 23, 2014

Explanation of Various Benefits

This section gives details of the various benefit schemes at Aricent and the way they are administered. Coverage under any of these plans may be subject to certain requirements or limitations. This information cannot be used to modify any coverage that is listed in separate insurance documents, policies, trust deeds, etc. In all cases, the provisions of these documents and policies and letter of offer (and subsequent changes) would apply. The company reserves the right to amend any compensation plan or information given in this section without prior notice. Please talk to your respective Human Resources representative for further assistance.

Flexible Benefit Plan (FBP): Under the Flexible Benefit Plan (FBP), you can choose the amount allocated to one or more of the following benefits each year (with in the limit of your FBP) based on your personal needs. Alternatively you can take the entire amount as a taxable salary. FBP is subject to Income Tax as per prevailing Government rules and regulations.

- House Rent Allowance (HRA)/ Rent Free Accommodation (RFA)
- Medical Expenses (other than medical insurance)
- Leave Travel Allowance (LTA)
- Additional purchase of Medical Insurance
- Professional Development Allowance
- Telephone reimbursement
- National Pension Scheme
- Children education/ hostel allowance
- Vehicle Lease Plan
- Conveyance Allowance
- Meal Pass
- Fuel & driver expenses reimbursement
- Club Membership expenses (Reimbursement)

Finance would announce dates (each quarter) when the original proof of above expenses can be submitted. The adjustment of Income Tax would be done based on the prevailing Income Tax laws from time to time. Please note that the income tax treatment related to any of the elements of the FBP could change based on the emerging/changing legal provisions applicable. Finally, you are advised to read the FBP policy on Aricent World in detail on joining.

Insurance:

Medical Insurance for Self & Family -Aricent provides comprehensive medical insurance benefit to the employee, spouse and children of the employee. In addition to this, there is an attractive plan to cover the parents and/or parent-in-laws sponsored by the employee. The company provides subsidy based on the longevity of the employee with Aricent.. As you can appreciate, this benefit is of significant value since the commercial value of insurance benefit is much higher. Please refer to the details in the Group Medical Insurance Policy on Aricent World on joining.

New employees will be required to submit a declaration for the same on the date of joining or within fifteen working days from Date of Joining.

Personal Accident & Life Insurance -Aricent also provides an attractive plan for covering the employee (only self) for personal accident & life insurance. Please refer to the details in the Policy on Personal Accident & Life Insurance on Aricent World on joining.

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Company Incentive Plan (CIP):
Amount mentioned is target earnings. The actual incentive payable is based on achievement of the performance against pre-defined goals.

Incentive is payable to those employees who are in active service on the disbursement day i.e., November month payroll for the first half (H1) of the financial year and May month payroll for the annual payment. Incentive shall not be payable to employees who have resigned or relieved from the services of the company as on the disbursement date. For employees who join the Company mid-way in the year, their incentive payment would be prorated based on actual number of days worked in the respective period. Please refer to the detailed policy document available in Aricent World upon joining the Company.

Provident Fund (PF): PF is a statutory benefit available to all regular employees of Aricent. Aricent has constituted a Trust for the efficient administration of the scheme. The objective of the scheme is to provide adequate social security (as per Government rules) to the employees after active work life.
Coverage: Automatic on joining Aricent, 12% of the employee's basic pay is contributed to the PF account of the employee maintained by the Trust at Aricent every month. The company will contribute an equivalent amount every month. Out of the Company's contribution, a part of the contribution, subject to a maximum of Rs.541 per month, is payable to Pension Fund maintained by Regional Provident Fund Commissioner (RPFC). However, this ceiling is subject to change as notified by the PF authorities from time to time. Interest will accrue on all accumulations.
Benefits: Accumulations will gather compounded interest annually in the course of membership as per prevailing PF rules. The total accumulations can be withdrawn from the Trust at the time of retirement. You shall be entitled to receive Pension on retirement from the RPF commissioner as per the existing rules. In case of earlier separation, the accumulation in the Aricent PF Trust can be withdrawn or transferred subject to prevailing PF rules at that time. Loans: Employees may apply for loans to the Trust for specified purposes as per PF rules. Both refundable and non-refundable options are available.

Gratuity Scheme: The employee becomes eligible for gratuity benefits under the scheme after completion of five years of employment. The gratuity is equivalent to 15 days of basic salary for each completed year of service (a month means 22 days for the purpose of calculating gratuity). The gratuity is payable on retirement from service or separation from the company or in the event of earlier death. In case of death while in service, the nominee will get gratuity calculated as though the employee had worked with the Company until the retirement age.

Company Lease: Aricent provides for company lease for renting of residential accommodation. The lease amount is adjusted against HRA as declared by an individual. Aricent would pay the security and advance and recover the same from the salary, as per the prevailing Company policy.

Working Hours and Holidays: The normal working hours are between 8:30 a.m. to 5:30 p.m., Monday to Friday, with a 45-minute lunch break. There are 9 company holidays per year. The company provides 12 days Casual/Sick Leave (CL) and 15 days Privilege Leave (PL) and 1 day Floating Leave per year (on a pro rata basis depending on number of months worked in the company in a year). Holidays and weekends (or weekly offs) are not counted as leaves. Aricent has a flexible working hours practice.

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Date: DEC 23, 2014

Skanda M Bairy
 # 15, 1St Cross, Nisarga Layout Sidedahalli Main Road, Nagasandra Post,
Bangalore Karnataka - 560073
Email Id: bairy.skanda93@gmail.com

Dear **Skanda,**

We are pleased to offer you a full time position at **Grade E2** in which your designation would be Software **Engineer / Test Engineer,** as per the requirement of the business at the time of your joining with Aricent **Technologies (Holdings) Limited**. The value of your annualized Total Compensation (TC)[1] will be INR 350000**/-**

Following is the breakup of your TC:

All amounts in INR

	Per Month	Per Year
Basic Salary	10050	
Flexible Benefit Plan [2]	14632	
Provident Fund (Company's Contribution)		14472
Gratuity[4]		6852
Accident and Medical Insurance [5]		4500
Company Incentive Plan [6]**(CIP)**		28000

(1) Subject to deduction of contributions, charges and taxes at source as per the Laws/ Acts of Government of India, as may be applicable from time to time.
(2) Basket of Allowances. Please refer to the policy on Flexible Benefit Plan (FBP) available on Aricent World for FBP components and limits applicable to you.
(3) Company's Contribution. Equal amount will be deducted from the employee's monthly salary as per the Employee's Provident Funds and Miscellaneous Provisions Act, 1952.
(4) As per the Payment of Gratuity Act, 1972
(5) A comprehensive Group Insurance Plan has been taken to cover you under Medical, Personal Accident and Life Insurance programs. The Insurance Premium amount specified is indicative only and change from time to time. This amount varies with the change in actual insurance cost as market driven and may change.
(6) Actual earnings/ payout is discretionary and will be governed by the Company Incentive Plan (CIP). Please refer to the policy available on Aricent World.

Details about various policies and benefits are given under 'Explanation of various benefits'. Please read and understand these carefully.

The Date of Joining and other relevant details will be separately intimated to you at the above-mentioned Email ID.

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Page 2 of letter of offer to Skanda M Bairy dated DEC 23, 2014

Relocation:

In case of outstation candidates, Aricent will reimburse expenses limited to one way 3rd AC rail-fare or actual, whichever is lower, for you from your current location to your location of work to join Aricent. Please retain a copy of the ticket(s).

If required post completion of training, Aricent will provide you with 10 days complimentary accommodation, while you make your own arrangements. Only outstation candidates will be eligible for availing this facility.

The relocation amount should be claimed within 90 days of your joining Aricent post which you will not be entitled for this claim. Should you voluntarily terminate your services with Aricent before a period of two years from the date of joining you will be required to return the relocation amount in full to Aricent.

Covenant of Non-Competition: You agree that during your employment and for 6 months thereafter, you will not directly or indirectly represent, be employed by, consult for or otherwise be associated with any other third party in the same capacity for which you are providing services under your employment nor will you be employed by or consult for any customer or supplier of the Company for which you perform work for under your employment without the prior consent of the Company. However Company shall at its sole discretion decide either to allow or disallow you to do so. Furthermore, you agree that you and any individual or entity under your direct or indirect control will not solicit, hire or retain as an employee or independent contractor any employee or former employee of the Company without the prior written consent of an authorized executive officer of the Company.

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Page 3 of letter of offer to Skanda M Bairy dated DEC 23, 2014

As per Company policy, you would be required to sign a standard Non-Disclosure Agreement to protect classified/proprietary information at the time of joining and declarations related to agreement with Aricent Ethics and No Conflict of Interest Policy. On joining the Company you would also be required to re-verify the Security Declaration provided by you in the Employment Application Form.

You will be required to undergo training for a period which will usually vary from 8 to 12 calendar weeks at a facility as deemed appropriated and confirmed by the Company. Successful closure of the training would be based on the assessment of the Company. Incase an employee is not able to meet the expectations of the Company during the training, the Company reserves the right to terminate the services of such an employee without giving any advance notice or salary (Basic + FBP) in lieu thereof.

You will be on probation for a period of nine months from your Date of Joining the Company. You will be deemed to have completed the probation period, subject to:

- The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent, as defined by the Company policy.
- Completion of all prescribed training programs. These programs are aimed at successfully inducting new employees into the organization

Employees who do not complete their probation would not be eligible for promotion salary increase or incentive payments. Such benefits would be held back till the successful completion of probation.

Your employment with the Company may be terminated after giving a notice of three months or salary (Basic + FBP) in lieu thereof. You are bound to give three months notice before leaving the services of the Company. You will ensure that all your on-going activities are successfully completed and handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary (Basic + FBP) in lieu of such shortened notice period. Should you decide to voluntarily leave the services of the Company or there be a separation by way of dismissal on grounds of indiscipline/ misconduct and/or performance or continued absence from services without sufficient cause or authorization (of which the Company shall be the sole judge) or abandoning your services before completing 2[illegible] months from your Date of Joining; the Company reserves the right to recover appropriate training cost as per terms and conditions agreed between Aricent and yourself vide a separate bond agreement. You agree herein that the terms of the bond agreement, though not being repeated herein for the sake of brevity, have been made clear to you and are acceptable to you.

You shall be governed by the Company policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Company policies & processes available on the Company intranet (hereby referred as Aricent World).

The company has the right to transfer you to any of the existing or future office or client locations in India or abroad

Important The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

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Yours Sincerely,

Suresh Hariharan
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Explanation of Various Benefits
This section gives details of the various benefit schemes at Aricent and the way they are administered. Coverage under any of these plans may be subject to certain requirements or limitations. This information cannot be used to modify any coverage that is listed in separate insurance documents, policies, trust deeds, etc. In all cases, the provisions of these documents and policies and letter of offer (and subsequent changes) would apply. The company reserves the right to amend any compensation plan or information given in this section without prior notice. Please talk to your respective Human Resources representative for further assistance.

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Date: DEC 23, 2014

Yoga E
26/1, Mathruchaya Building, West Park Road 11th Cross, Malleswaram,
Bangalore Karnataka - 560003
Email Id: yoga.eshwar@gmail.com

Dear Yoga,

We are pleased to offer you a full time position at **Grade E2** in which your designation would be **Software Engineer / Test Engineer**, as per the requirement of the business at the time of your joining with **Aricent Technologies (Holdings) Limited**. The value of your annualized Total Compensation (TC)[1] will be INR **350008/-**

Following is the break-up of your TC:

All amounts in INR

	Per Month	Per Year
Basic Salary	10050	
Flexible Benefit Plan [2]	14632	
Provident Fund (Company's Contribution)		14472
Gratuity[4]		6852
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Page 2 of letter of offer to Yoga E dated DEC 23, 2014

Relocation:

In case of outstation candidates, Aricent will reimburse expenses limited to one way 3rd AC rail-fare or actual, whichever is lower, for you from your current location to your location of work to join Aricent. Please retain a copy of the ticket(s).

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You will be required to undergo training for a period which will usually vary from 8 to 12 calendar weeks at a facility as deemed appropriated and confirmed by the Company. Successful closure of the training would be based on the assessment of the Company. Incase an employee is not able to meet the expectations of the Company during the training, the Company reserves the right to terminate the services of such an employee without giving any advance notice or salary (Basic + FBP) in lieu thereof.

You will be on probation for a period of nine months from your Date of Joining the Company. You will be deemed to have completed the probation period, subject to:

- The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent, as defined by the Company policy.
- Completion of all prescribed training programs. These programs are aimed at successfully inducting new employees into the organization

Employees who do not complete their probation would not be eligible for promotion, salary increase or incentive payments. Such benefits would be held back till the successful completion of probation.

Your employment with the Company may be terminated after giving a notice of three months or salary (Basic + FBP) in lieu thereof. You are bound to give three months notice before leaving the services of the Company. You will ensure that all your on-going activities are successfully completed and handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary (Basic + FBP) in lieu of such shortened notice period. Should you decide to voluntarily leave the services of the Company or there be a separation by way of dismissal on grounds of indiscipline/ misconduct and/or performance or continued absence from services without sufficient cause or authorization (of which the Company shall be the sole judge) or abandoning your services before completing 21 months from your Date of Joining, the Company reserves the right to recover appropriate training cost as per terms and conditions agreed between Aricent and yourself vide a separate bond agreement. You agree herein that the terms of the bond agreement, though not being repeated herein for the sake of brevity, have been made clear to you and are acceptable to you.

You shall be governed by the Company policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Company policies & processes available on the Company intranet (hereby referred as Aricent World).

The company has the right to transfer you to any of the existing or future office or client locations in India or abroad.

Important: The compensation information is confidential. We request you to use discretion in handling your compensation related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

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CIN # U65993DL2006PLC149728

Principal
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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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Page 4 of letter of offer to Yoga E dated DEC 23, 2014

Please sign the enclosed copy of this letter to indicate your acceptance of the offer and send this to us within the next seven days.

PS: Please bring the Photocopies of all the Documents below (SELF ATTESTED) (from 1-8) with you, on the day of your joining, for personnel records:

1. 10th/12th Mark Sheet/Certificate
2. Graduation/Post graduation/Diploma/Certifications-All Semester Mark sheet & Degree (as applicable)
3. ID proof With Photograph – Valid Passport/Driver License/Voter ID/Ration Card
4. Relieving & Experience Certificates from all the previous employers(if applicable)
5. Permanent Address Proof
6. PAN Card
7. 2 Passport Size Photographs
8. Date of Birth of Parents, Parents in laws, Spouse & Children

We will be proud to have you as a member of our team to further enhance Aricent's position as the leading software company in the communication sector as well as a Best Employer. Your contact in Talent Acquisition would be **Hari Nandan Sharma (Email id; hari.sharma@aricent.com) Phone No. -0124-4095888 Extension No. 6063).** Please feel free to get in touch for any questions or assistance that you may need.

Looking forward to your joining the Aricent team.

Yours Sincerely,

Suresh Hariharan
(Director – Talent Acquisition)

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Explanation of Various Benefits

This section gives details of the various benefit schemes at Aricent and the way they are administered. Coverage under any of these plans may be subject to certain requirements or limitations. This information cannot be used to modify any coverage that is listed in separate insurance documents, policies, trust deeds, etc. In all cases, the provisions of these documents and policies and letter of offer (and subsequent changes) would apply. The company reserves the right to amend any compensation plan or information given in this section without prior notice. Please talk to your respective Human Resources representative for further assistance.

Flexible Benefit Plan (FBP): Under the Flexible Benefit Plan (FBP), you can choose the amount allocated to one or more of the following benefits each year (with in the limit of your FBP) based on your personal needs. Alternatively you can take the entire amount as a taxable salary. FBP is subject to Income Tax as per prevailing Government rules and regulations.

- House Rent Allowance (HRA)/ Rent Free Accommodation (RFA)
- Medical Expenses (other than medical insurance)
- Leave Travel Allowance (LTA)
- Additional purchase of Medical Insurance
- Professional Development Allowance
- Telephone reimbursement
- National Pension Scheme
- Children education/ hostel allowance
- Vehicle Lease Plan
- Conveyance Allowance
- Meal Pass
- Fuel & driver expenses reimbursement
- Club Membership expenses (Reimbursement)

Finance would announce dates (each quarter) when the original proof of above expenses can be submitted. The adjustment of Income Tax would be done based on the prevailing Income Tax laws from time to time. Please note that the income tax treatment related to any of the elements of the FBP could change based on the emerging/changing legal provisions applicable. Finally, you are advised to read the FBP policy on Aricent World in detail on joining.

Insurance:

Medical Insurance for Self & Family -Aricent provides comprehensive medical insurance benefit to the employee, spouse and children of the employee. In addition to this, there is an attractive plan to cover the parents and/or parent-in-laws sponsored by the employee. The company provides subsidy based on the longevity of the employee with Aricent.. As you can appreciate, this benefit is of significant value since the commercial value of insurance benefit is much higher. Please refer to the details in the Group Medical Insurance Policy on Aricent World on joining.

New employees will be required to submit a declaration for the same on the date of joining or within fifteen working days from Date of Joining.

Personal Accident & Life Insurance -Aricent also provides an attractive plan for covering the employee (only self) for personal accident & life insurance. Please refer to the details in the Policy on Personal Accident & Life Insurance on Aricent World on joining.

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Company Incentive Plan (CIP):
Amount mentioned is target earnings. The actual incentive payable is based on achievement of the performance against pre-defined goals.

Incentive is payable to those employees who are in active service on the disbursement day i.e., November month payroll for the first half (H1) of the financial year and May month payroll for the annual payment. Incentive shall not be payable to employees who have resigned or relieved from the services of the company as on the disbursement date. For employees who join the Company mid-way in the year, their incentive payment would be prorated based on actual number of days worked in the respective period. Please refer to the detailed policy document available in Aricent World upon joining the Company.

Provident Fund (PF): PF is a statutory benefit available to all regular employees of Aricent. Aricent has constituted a Trust for the efficient administration of the scheme. The objective of the scheme is to provide adequate social security (as per Government rules) to the employees after active work life.
Coverage: Automatic on joining Aricent, 12% of the employee's basic pay is contributed to the PF account of the employee maintained by the Trust at Aricent every month. The company will contribute an equivalent amount every month. Out of the Company's contribution, a part of the contribution, subject to a maximum of Rs.541 per month, is payable to Pension Fund maintained by Regional Provident Fund Commissioner (RPFC). However, this ceiling is subject to change as notified by the FF authorities from time to time. Interest will accrue on all accumulations.
Benefits: Accumulations will gather compounded interest annually in the course of membership as per prevailing PF rules. The total accumulations can be withdrawn from the Trust at the time of retirement. You shall be entitled to receive Pension on retirement from the RPF commissioner as per the existing rules. In case of earlier separation, the accumulation in the Aricent PF Trust can be withdrawn or transferred subject to prevailing PF rules at that time. Loans: Employees may apply for loans to the Trust for specified purposes as per PF rules. Both refundable and non-refundable options are available.

Gratuity Scheme: The employee becomes eligible for gratuity benefits under the scheme after completion of five years of employment. The gratuity is equivalent to 15 days of basic salary for each completed year of service (a month means 22 days for the purpose of calculating gratuity). The gratuity is payable on retirement from service or separation from the company or in the event of earlier death. In case of death while in service, the nominee will get gratuity calculated as though the employee had worked with the Company until the retirement age.

Company Lease: Aricent provides for company lease for renting of residential accommodation. The lease amount is adjusted against HRA as declared by an individual. Aricent would pay the security and advance and recover the same from the salary, as per the prevailing Company policy.

Working Hours and Holidays: The normal working hours are between 8:30 a.m. to 5:30 p.m., Monday to Friday, with a 45-minute lunch break. There are 9 company holidays per year. The company provides 12 days Casual/Sick Leave (CL) and 15 days Privilege Leave (PL) and 1 day Floating Leave per year (on a pro rata basis depending on number of months worked in the company in a year). Holidays and weekends (or weekly offs) are not counted as leaves. Aricent has a flexible working hours practice.

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Date: MAR 18, 2015

Yogita M
U-66, 6th Cross, Ground Floor, Pipeline Road, D.T. Street,
Malleswaram, Bangalore, Karnataka - 560003
Email Id: yogidec60@gmail.com

Dear Yogita,

We are pleased to offer you a full time position at **Grade E2** in which your designation would be **Software Engineer / Test Engineer,** as per the requirement of the business at the time of your joining with **Aricent Technologies (Holdings) Limited**. The value of your annualized Total Compensation (TC)[1] will be INR 350008/-

Following is the breakup of your TC:

All amounts in INR

	Per Month	Per Year
Basic Salary	10050	
Flexible Benefit Plan [2]	14632	
Provident Fund (Company's Contribution)		14472
Gratuity[4]		6852
Accident and Medical Insurance [5]		4500
Company Incentive Plan [6]**(CIP)**		28000

(1) Subject to deduction of contributions, charges and taxes at source as per the Laws/ Acts of Government of India, as may be applicable from time to time.
(2) Basket of Allowances. Please refer to the policy on Flexible Benefit Plan (FBP) available on Aricent World for FBP components and limits applicable to you.
(3) Company's Contribution. Equal amount will be deducted from the employee's monthly salary as per the Employee's Provident Funds and Miscellaneous Provisions Act, 1952.
(4) As per the Payment of Gratuity Act, 1972
(5) A comprehensive Group Insurance Plan has been taken to cover you under Medical, Personal Accident and Life Insurance programs. The Insurance Premium amount specified is indicative only and change from time to time. This amount varies with the change in actual insurance cost, is market driven and may change.
(6) Actual earnings/ payout is discretionary and will be governed by the Company Incentive Plan (CIP). Please refer to the policy available on Aricent World.

Details about various policies and benefits are given under 'Explanation of various benefits'. Please read and understand these carefully.

The Date of Joining and other relevant details will be separately intimated to you at the above-mentioned Email ID.

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Page 2 of letter of offer to Yogita M dated MAR 18, 2015

Relocation:

In case of outstation candidates, Aricent will reimburse expenses limited to one way 3rd AC rail-fare or actual, whichever is lower, for you from your current location to your location of work to join Aricent. Please retain a copy of the ticket(s).

If required post completion of training, Aricent will provide you with 10 days complimentary accommodation, while you make your own arrangements. Only outstation candidates will be eligible for availing this facility.

The relocation amount should be claimed within 90 days of your joining Aricent post which you will not be entitled for this claim. Should you voluntarily terminate your services with Aricent before a period of two years from the date of joining, you will be required to return the relocation amount in full to Aricent.

Covenant of Non-Competition: You agree that during your employment and for 6 months thereafter, you will not directly or indirectly represent, be employed by, consult for or otherwise be associated with any other third party in the same capacity for which you are providing services under your employment nor will you be employed by or consult for any customer or supplier of the Company for which you perform work for under your employment without the prior consent of the Company. However Company shall at its sole discretion decide either to allow or disallow you to do so. Furthermore, you agree that you and any individual or entity under your direct or indirect control will not solicit, hire or retain as an employee or independent contractor any employee or former employee of the Company without the prior written consent of an authorized executive officer of the Company.

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As per Company policy, you would be required to sign a standard Non-Disclosure Agreement to protect classified/proprietary information at the time of joining and declarations related to agreement with Aricent Ethics and No Conflict of Interest Policy. On joining the Company you would also be required to re-verify the Security Declaration provided by you in the Employment Application Form.

You will be required to undergo training for a period which will usually vary from 8 to 12 calendar weeks at a facility as deemed appropriated and confirmed by the Company. Successful closure of the training would be based on the assessment of the Company. Incase an employee is not able to meet the expectations of the Company during the training, the Company reserves the right to terminate the services of such an employee without giving any advance notice or salary (Basic + FBP) in lieu thereof.

You will be on probation for a period of nine months from your Date of Joining the Company. You will be deemed to have completed the probation period, subject to:

- The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent, as defined by the Company policy.
- Completion of all prescribed training programs. These programs are aimed at successfully inducting new employees into the organization

Employees who do not complete their probation would not be eligible for promotion, salary increase or incentive payments. Such benefits would be held back till the successful completion of probation.

Your employment with the Company may be terminated after giving a notice of three months or salary (Basic + FBP) in lieu thereof. You are bound to give three months notice before leaving the services of the Company. You will ensure that all your on-going activities are successfully completed and handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary (Basic + FBP) in lieu of such shortened notice period. Should you decide to voluntarily leave the services of the Company or there be a separation by way of dismissal on grounds of indiscipline/ misconduct and/or performance or continued absence from services without sufficient cause or authorization (of which the Company shall be the sole judge) or abandoning your services before completing 21 months from your Date of Joining; the Company reserves the right to recover appropriate training cost as per terms and conditions agreed between Aricent and yourself vide a separate bond agreement. You agree herein that the terms of the bond agreement, though not being repeated herein for the sake of brevity, have been made clear to you and are acceptable to you.

You shall be governed by the Company policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Company policies & processes available on the Company intranet (hereby referred as Aricent World).

The company has the right to transfer you to any of the existing or future office or client locations in India or abroad.

Important: The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

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Page 4 of letter of offer to Yogita M dated MAR 18, 2015

Please sign the enclosed copy of this letter to indicate your acceptance of the offer and send this to us within the next seven days.

PS: Please bring the Photocopies of all the Documents below (SELF ATTESTED) (from 1-6) with you, on the day of your joining, for personnel records:

1. 10th/12th Mark Sheet/Certificate
2. Graduation/Post graduation/Diploma/Certifications-All Semester Mark sheet & Degree (as applicable)
3. ID proof With Photograph – Valid Passport/Driver License/Voter ID/Ration Card
4. Relieving & Experience Certificates from all the previous employers(if applicable)
5. Permanent Address Proof
6. PAN Card
7. 2 Passport Size Photographs
8. Date of Birth of Parents, Parents in laws, Spouse & Children

We will be proud to have you as a member of our team to further enhance Aricent's position as the leading software company in the communication sector as well as a Best Employer. Your contact in Talent Acquisition would be **Hari Nandan Sharma (Email id; hari.sharma@aricent.com) Phone No. -0124-4095888 Extension No. 6063)**. Please feel free to get in touch for any questions or assistance that you may need.

Looking forward to your joining the Aricent team.

Yours Sincerely,

Suresh Hariharan
(Director – Talent Acquisition)

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Explanation of Various Benefits
This section gives details of the various benefit schemes at Aricent and the way they are administered. Coverage under any of these plans may be subject to certain requirements or limitations. This information cannot be used to modify any coverage that is listed in separate insurance documents, policies, trust deeds, etc. In all cases, the provisions of these documents and policies and letter of offer (and subsequent changes) would apply. The company reserves the right to amend any compensation plan or information given in this section without prior notice. Please talk to your respective Human Resources representative for further assistance.

Flexible Benefit Plan (FBP): Under the Flexible Benefit Plan (FBP), you can choose the amount allocated to one or more of the following benefits each year (with in the limit of your FBP) based on your personal needs. Alternatively you can take the entire amount as a taxable salary. FBP is subject to Income Tax as per prevailing Government rules and regulations.

- House Rent Allowance (HRA)/ Rent Free Accommodation (RFA)
- Medical Expenses (other than medical insurance)
- Leave Travel Allowance (LTA)
- Additional purchase of Medical Insurance
- Professional Development Allowance
- Telephone reimbursement
- National Pension Scheme
- Children education/ hostel allowance
- Vehicle Lease Plan
- Conveyance Allowance
- Meal Pass
- Fuel & driver expenses reimbursement
- Club Membership expenses (Reimbursement)

Finance would announce dates (each quarter) when the original proof of above expenses can be submitted. The adjustment of Income Tax would be done based on the prevailing Income Tax laws from time to time. Please note that the income tax treatment related to any of the elements of the FBP could change based on the emerging/changing legal provisions applicable. Finally, you are advised to read the FBP policy on Aricent World in detail on joining.

Insurance:
Medical Insurance for Self & Family -Aricent provides comprehensive medical insurance benefit to the employee, spouse and children of the employee. In addition to this, there is an attractive plan to cover the parents and/or parent-in-laws sponsored by the employee. The company provides subsidy based on the longevity of the employee with Aricent.. As you can appreciate, this benefit is of significant value since the commercial value of insurance benefit is much higher. Please refer to the details in the Group Medical Insurance Policy on Aricent World on joining.

New employees will be required to submit a declaration for the same on the date of joining or within fifteen working days from Date of Joining.

Personal Accident & Life Insurance -Aricent also provides an attractive plan for covering the employee (only self) for personal accident & life insurance. Please refer to the details in the Policy on Personal Accident & Life Insurance on Aricent World on joining.

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Company Incentive Plan (CIP):
Amount mentioned is target earnings. The actual incentive payable is based on achievement of the performance against pre-defined goals.

Incentive is payable to those employees who are in active service on the disbursement day i.e., November month payroll for the first half (H1) of the financial year and May month payroll for the annual payment. Incentive shall not be payable to employees who have resigned or relieved from the services of the company as on the disbursement date. For employees who join the Company mid-way in the year, their incentive payment would be prorated based on actual number of days worked in the respective period. Please refer to the detailed policy document available in Aricent World upon joining the Company.

Provident Fund (PF): PF is a statutory benefit available to all regular employees of Aricent. Aricent has constituted a Trust for the efficient administration of the scheme. The objective of the scheme is to provide adequate social security (as per Government rules) to the employees after active work life.
Coverage: Automatic on joining Aricent, 12% of the employee's basic pay is contributed to the PF account of the employee maintained by the Trust at Aricent every month. The company will contribute an equivalent amount every month. Out of the Company's contribution, a part of the contribution, subject to a maximum of Rs.541 per month is payable to Pension Fund maintained by Regional Provident Fund Commissioner (RPFC). However, this ceiling is subject to change as notified by the PF authorities from time to time. Interest will accrue on all accumulations.
Benefits: Accumulations will gather compounded interest annually in the course of membership as per prevailing PF rules. The total accumulations can be withdrawn from the Trust at the time of retirement. You shall be entitled to receive Pension on retirement from the RPF commissioner as per the existing rules. In case of earlier separation, the accumulation in the Aricent PF Trust can be withdrawn or transferred subject to prevailing PF rules at that time. Loans: Employees may apply for loans to the Trust for specified purposes as per PF rules. Both refundable and non-refundable options are available.

Gratuity Scheme: The employee becomes eligible for gratuity benefits under the scheme after completion of five years of employment. The gratuity is equivalent to 15 days of basic salary for each completed year of service (a month means 22 days for the purpose of calculating gratuity). The gratuity is payable on retirement from service or separation from the company or in the event of earlier death. In case of death while in service, the nominee will get gratuity calculated as though the employee had worked with the Company until the retirement age.

Company Lease: Aricent provides for company lease for renting of residential accommodation. The lease amount is adjusted against HRA as declared by an individual. Aricent would pay the security and advance and recover the same from the salary, as per the prevailing Company policy.

Working Hours and Holidays: The normal working hours are between 8:30 a.m. to 5:30 p.m., Monday to Friday, with a 45-minute lunch break. There are 9 company holidays per year. The company provides 12 days Casual/Sick Leave (CL) and 15 days Privilege Leave (PL) and 1 day Floating Leave per year (on a pro rata basis depending on number of months worked in the company in a year). Holidays and weekends (or weekly offs) are not counted as leaves. Aricent has a flexible working hours practice.

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Acceptance Letter: Kindly mail it back to us

Date: DEC 23, 2014

Aarthi V
#357, 9th Main, 3rd Block H. M. T Layout, Vidyaranyapura,
Bangalore Karnataka - 560097
Email Id: aarthi8393@gmail.com

Dear **Aarthi,**

We are pleased to offer you a full time position at **Grade E2** in which your designation would be **Software Engineer / Test Engineer,** as per the requirement of the business at the time of your joining with **Aricent Technologies (Holdings) Limited**. The value of your annualized Total Compensation (TC)[1] will be **INR 350008/-**

Following is the breakup of your TC:

All amounts in INR

	Per Month	Per Year
Basic Salary	10050	
Flexible Benefit Plan [2]	14632	
Provident Fund (Company's Contribution)		14472
Gratuity[4]		6352
Accident and Medical Insurance [5]		4500
Company Incentive Plan [6](CIP)		28000

(1) Subject to deduction of contributions, charges and taxes at source as per the Laws/ Acts of Government of India, as may be applicable from time to time.
(2) Basket of Allowances. Please refer to the policy on Flexible Benefit Plan (FBP) available on Aricent World for FBP components and limits applicable to you.
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(4) As per the Payment of Gratuity Act, 1972
(5) A comprehensive Group Insurance Plan has been taken to cover you under Medical, Personal Accident and Life Insurance programs. The Insurance Premium amount specified is indicative only and change from time to time. This amount varies with the change in actual insurance cost, is market driven and may change.
(6) Actual earnings/ payout is discretionary and will be governed by the Company Incentive Plan (CIP). Please refer to the policy available on Aricent World.

Details about various policies and benefits are given under 'Explanation of various benefits'. Please read and understand these carefully.

The Date of Joining and other relevant details will be separately intimated to you at the above-mentioned Email ID.

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Page 2 of letter of offer to Aarthi V dated DEC 23, 2014

Relocation:

In case of outstation candidates, Aricent will reimburse expenses limited to one way 3rd AC rail-fare or actual, whichever is lower, for you from your current location to your location of work to join Aricent. Please retain a copy of the ticket(s).

If required post completion of training, Aricent will provide you with 10 days complimentary accommodation, while you make your own arrangements. Only outstation candidates will be eligible for availing this facility.

The relocation amount should be claimed within 90 days of your joining Aricent post which you will not be entitled for this claim. Should you voluntarily terminate your services with Aricent before a period of two years from the date of joining, you will be required to return the relocation amount in full to Aricent.

Covenant of Non-Competition: You agree that during your employment and for 6 months thereafter, you will not directly or indirectly represent, be employed by, consult for or otherwise be associated with any other third party in the same capacity for which you are providing services under your employment nor will you be employed by or consult for any customer or supplier of the Company for which you perform work for under your employment, without the prior consent of the Company. However Company shall at its sole discretion decide either to allow or disallow you to do so. Furthermore, you agree that you and any individual or entity under your direct or indirect control will not solicit, hire or retain as an employee or independent contractor any employee or former employee of the Company without the prior written consent of an authorized executive officer of the Company.

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CIN # U65993DL2006PLC149728

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As per Company policy, you would be required to sign a standard Non-Disclosure Agreement to protect classified/proprietary information at the time of joining and declarations related to agreement with Aricent Ethics and No Conflict of Interest Policy. On joining the Company you would also be required to re-verify the Security Declaration provided by you in the Employment Application Form.

You will be required to undergo training for a period which will usually vary from 8 to 12 calendar weeks at a facility as deemed appropriated and confirmed by the Company. Successful closure of the training would be based on the assessment of the Company. Incase an employee is not able to meet the expectations of the Company during the training, the Company reserves the right to terminate the services of such an employee without giving any advance notice or salary (Basic + FBP) in lieu thereof.

You will be on probation for a period of nine months from your Date of Joining the Company. You will be deemed to have completed the probation period, subject to:

- The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent as defined by the Company policy.
- Completion of all prescribed training programs. These programs are aimed at successfully inducting new employees into the organization

Employees who do not complete their probation would not be eligible for promotion, salary increase or incentive payments. Such benefits would be held back till the successful completion of probation.

Your employment with the Company may be terminated after giving a notice of three months or salary (Basic + FBP) in lieu thereof. You are bound to give three months notice before leaving the services of the Company. You will ensure that all your on-going activities are successfully completed and handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary (Basic + FBP) in lieu of such shortened notice period. Should you decide to voluntarily leave the services of the Company or there be a separation by way of dismissal on grounds of indiscipline/ misconduct and/or performance or continued absence from services without sufficient cause or authorization (of which the Company shall be the sole judge) or abandoning your services before completing 21 months from your Date of Joining; the Company reserves the right to recover appropriate training cost as per terms and conditions agreed between Aricent and yourself vide a separate bond agreement. You agree herein that the terms of the bond agreement, though not being repeated herein for the sake of brevity, have been made clear to you and are acceptable to you.

You shall be governed by the Company policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Company policies & processes available on the Company intranet (hereby referred as Aricent World).

The company has the right to transfer you to any of the existing or future office or client locations in India or abroad.

Important: The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

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Please sign the enclosed copy of this letter to indicate your acceptance of the offer and send this to us within the next seven days.

PS: Please bring the Photocopies of all the Documents below (SELF ATTESTED) (from 1-6) with you, on the day of your joining, for personnel records:

1. 10th/12th Mark Sheet/Certificate
2. Graduation/Post graduation/Diploma/Certifications-All Semester Mark sheet & Degree (as applicable)
3. ID proof With Photograph – Valid Passport/Driver License/Voter ID/Ration Card
4. Relieving & Experience Certificates from all the previous employers(if applicable)
5. Permanent Address Proof
6. PAN Card
7. 2 Passport Size Photographs
8. Date of Birth of Parents, Parents in laws, Spouse & Children

We will be proud to have you as a member of our team to further enhance Aricent's position as the leading software company in the communication sector as well as a Best Employer. Your contact in Talent Acquisition would be **Hari Nandan Sharma (Email id; hari.sharma@aricent.com) Phone No. -0124-4095888 Extens on No. 6063)**. Please feel free to get in touch for any questions or assistance that you may need.

Looking forward to your joining the Aricent team.

Yours Sincerely,

Suresh Hariharan
(Director – Talent Acquisition)

TO: Aricent Technologies (Holdings) Ltd.
I agree to the above terms and conditions and hereby accept the offer from Aricent.

Signatures: Name: Aarthi V Date: 05.01.2015

Aarthi.V

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Explanation of Various Benefits
This section gives details of the various benefit schemes at Aricent and the way they are administered. Coverage under any of these plans may be subject to certain requirements or limitations. This information cannot be used to modify any coverage that is listed in separate insurance documents, policies, trust deeds, etc. In all cases, the provisions of these documents and policies and letter of offer (and subsequent changes) would apply. The company reserves the right to amend any compensation plan or information given in this section without prior notice. Please talk to your respective Human Resources representative for further assistance.

Flexible Benefit Plan (FBP): Under the Flexible Benefit Plan (FBP), you can choose the amount allocated to one or more of the following benefits each year (with in the limit of your FBP) based on your personal needs. Alternatively you can take the entire amount as a taxable salary. FBP is subject to Income Tax as per prevailing Government rules and regulations.

- House Rent Allowance (HRA)/ Rent Free Accommodation (RFA)
- Medical Expenses (other than medical insurance)
- Leave Travel Allowance (LTA)
- Additional purchase of Medical Insurance
- Professional Development Allowance
- Telephone reimbursement
- National Pension Scheme
- Children education, hostel allowance
- Vehicle Lease Plan
- Conveyance Allowance
- Meal Pass
- Fuel & driver expenses reimbursement
- Club Membership expenses (Reimbursement)

Finance would announce dates (each quarter) when the original proof of above expenses can be submitted. The adjustment of Income Tax would be done based on the prevailing Income Tax laws from time to time. Please note that the income tax treatment related to any of the elements of the FBP could change based on the emerging/changing legal provisions applicable. Finally, you are advised to read the FBP policy on Aricent World in detail on joining.

Insurance:
Medical Insurance for Self & Family -Aricent provides comprehensive medical insurance benefit to the employee, spouse and children of the employee. In addition to this, there is an attractive plan to cover the parents and/or parent-in-laws sponsored by the employee. The company provides subsidy based on the longevity of the employee with Aricent.. As you can appreciate, this benefit is of significant value since the commercial value of insurance benefit is much higher. Please refer to the details in the Group Medical Insurance Policy on Aricent World on joining.

New employees will be required to submit a declaration for the same on the date of joining or within fifteen working days from Date of Joining.

Personal Accident & Life Insurance -Aricent also provides an attractive plan for covering the employee (only self) for personal accident & life insurance. Please refer to the details in the Policy on Personal Accident & Life Insurance on Aricent World on joining.

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Company Incentive Plan (CIP):
Amount mentioned is target earnings. The actual incentive payable is based on achievement of the performance against pre-defined goals.

Incentive is payable to those employees who are in active service on the disbursement day i.e., November month payroll for the first half (H1) of the financial year and May month payroll for the annual payment. Incentive shall not be payable to employees who have resigned or relieved from the services of the company as on the disbursement date. For employees who join the Company mid-way in the year, their incentive payment would be prorated based on actual number of days worked in the respective period. Please refer to the detailed policy document available in Aricent World upon joining the Company.

Provident Fund (PF): PF is a statutory benefit available to all regular employees of Aricent. Aricent has constituted a Trust for the efficient administration of the scheme. The objective of the scheme is to provide adequate social security (as per Government rules) to the employees after active work life.
Coverage: Automatic on joining Aricent, 12% of the employee's basic pay is contributed to the PF account of the employee maintained by the Trust at Aricent every month. The company will contribute an equivalent amount every month. Out of the Company's contribution, a part of the contribution, subject to a maximum of Rs.541 per month, is payable to Pension Fund maintained by Regional Provident Fund Commissioner (RPFC). However, this ceiling is subject to change as notified by the PF authorities from time to time. Interest will accrue on all accumulations.
Benefits: Accumulations will gather compounded interest annually in the course of membership as per prevailing PF rules. The total accumulations can be withdrawn from the Trust at the time of retirement. You shall be entitled to receive Pension on retirement from the RPF commissioner as per the existing rules. In case of earlier separation, the accumulation in the Aricent PF Trust can be withdrawn or transferred subject to prevailing PF rules at that time. Loans: Employees may apply for loans to the Trust for specified purposes as per PF rules. Both refundable and non-refundable options are available.

Gratuity Scheme: The employee becomes eligible for gratuity benefits under the scheme after completion of five years of employment. The gratuity is equivalent to 15 days of basic salary for each completed year of service (a month means 22 days for the purpose of calculating gratuity). The gratuity is payable on retirement from service or separation from the company or in the event of earlier death. In case of death while in service, the nominee will get gratuity calculated as though the employee had worked with the Company until the retirement age.

Company Lease: Aricent provides for company lease for renting of residential accommodation. The lease amount is adjusted against HRA as declared by an individual. Aricent would pay the security and advance and recover the same from the salary, as per the prevailing Company policy.

Working Hours and Holidays: The normal working hours are between 8:30 a.m. to 5:30 p.m., Monday to Friday, with a 45-minute lunch break. There are 9 company holidays per year. The company provides 12 days Casual/Sick Leave (CL) and 15 days Privilege Leave (PL) and 1 day Floating Leave per year (on a pro rata basis depending on number of months worked in the company in a year). Holidays and weekends (or weekly offs) are not counted as leaves. Aricent has a flexible working hours practice.

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Date: DEC 23, 2014

Anju Kumari
C/O Anil Kumar Singh Vill. + Post - Lanka Kachhuara, Via-Punpun,
Patna Bihar - 804453
Email Id: mdeepthipoonacha@gmail.com

Dear **Anju**,

We are pleased to offer you a full time position at **Grade E2** in which your designation would be **Software Engineer / Test Engineer,** as per the requirement of the business at the time of your joining with **Aricent Technologies (Holdings) Limited**. The value of your annualized Total Compensation (TC)[1] will be INR **350008/-**

Following is the breakup of your TC:

All amounts in INR

	Per Month	Per Year
Basic Salary	10050	
Flexible Benefit Plan [2]	14632	
Provident Fund (Company's Contribution)		14472
Gratuity[4]		6852
Accident and Medical Insurance [5]		4500
Company Incentive Plan [6](CIP)		28000

(1) Subject to deduction of contributions, charges and taxes at source as per the Laws/ Acts of Government of India, as may be applicable from time to time.
(2) Basket of Allowances. Please refer to the policy on Flexible Benefit Plan (FBP) available on Aricent World for FBP components and limits applicable to you.
(3) Company's Contribution. Equal amount will be deducted from the employee's monthly salary as per the Employee's Provident Funds and Miscellaneous Provisions Act, 1952.
(4) As per the Payment of Gratuity Act, 1972
(5) A comprehensive Group Insurance Plan has been taken to cover you under Medical, Personal Accident and Life Insurance programs. The Insurance Premium amount specified is indicative only and change from time to time. This amount varies with the change in actual insurance cost, is market driven and may change.
(6) Actual earnings/ payout is discretionary and will be governed by the Company Incentive Plan (CIP). Please refer to the policy available on Aricent World.

Details about various policies and benefits are given under 'Explanation of various benefits'. Please read and understand these carefully.

The Date of Joining and other relevant details will be separately intimated to you at the above-mentioned Email ID.

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Page 3 of letter of offer to Anju Kumari dated DEC 23, 2014

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Looking forward to your joining the Aricent team.

Yours Sincerely,

Suresh Hariharan
(Director – Talent Acquisition)

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Explanation of Various Benefits
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Acceptance Letter: Kindly mail it back to us

Date: DEC 23, 2014

Pooja P
No 7, 12th Main, 12th Cross Malleshwaram,
Bangalore Karnataka - 560055
Email Id: ss18031@gmail.com

Dear **Pooja,**

We are pleased to offer you a full time position at **Grade E2** in which your designation would be **Software Engineer / Test Engineer,** as per the requirement of the business at the time of your joining with **Aricent Technologies (Holdings) Limited**. The value of your annualized Total Compensation (TC)[1] will be INR **350008/-**

Following is the breakup of your TC:

All amounts in INR

	Per Month	Per Year
Basic Salary	10050	
Flexible Benefit Plan [2]	14632	
Provident Fund (Company's Contribution)		14472
Gratuity[4]		5852
Accident and Medical Insurance [5]		4500
Company Incentive Plan [6](CIP)		28000

(1) Subject to deduction of contributions, charges and taxes at source as per the Laws/ Acts of Government of India, as may be applicable from time to time.
(2) Basket of Allowances. Please refer to the policy on Flexible Benefit Plan (FBP) available on Aricent World for FBP components and limits applicable to you.
(3) Company's Contribution. Equal amount will be deducted from the employee's monthly salary as per the Employee's Provident Funds and Miscellaneous Provisions Act, 1952.
(4) As per the Payment of Gratuity Act, 1972
(5) A comprehensive Group Insurance Plan has been taken to cover you under Medical, Personal Accident and Life Insurance programs. The Insurance Premium amount specified is indicative only and change from time to time. This amount varies with the change in actual insurance cost, is market driven and may change.
(6) Actual earnings/ payout is discretionary and will be governed by the Company Incentive Plan (CIP). Please refer to the policy available on Aricent World.

Details about various policies and benefits are given under 'Explanation of various benefits' Please read and understand these carefully.

The Date of Joining and other relevant details will be separately intimated to you at the above-mentioned Email ID.

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CIN # U65993DL2003PLC149728

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Page 2 of letter of offer to Pooja P dated DEC 23, 2014

Relocation:

In case of outstation candidates, Aricent will reimburse expenses limited to one way 3rd AC rail-fare or actual, whichever is lower, for you from your current location to your location of work to join Aricent. Please retain a copy of the ticket(s).

If required post completion of training, Aricent will provide you with 10 days complimentary accommodation, while you make your own arrangements. Only outstation candidates will be eligible for availing this facility.

The relocation amount should be claimed within 90 days of your joining Aricent post which you will not be entitled for this claim. Should you voluntarily terminate your services with Aricent before a period of two years from the date of joining, you will be required to return the relocation amount in full to Aricent.

Covenant of Non-Competition: You agree that during your employment and for 6 months thereafter, you will not directly or indirectly represent, be employed by, consult for or otherwise be associated with any other third party in the same capacity for which you are providing services under your employment nor will you be employed by or consult for any customer or supplier of the Company for which you perform work for under your employment without the prior consent of the Company. However Company shall at its sole discretion decide either to allow or disallow you to do so. Furthermore, you agree that you and any individual or entity under your direct or indirect control will not solicit, hire or retain as an employee or independent contractor any employee or former employee of the Company without the prior written consent of an authorized executive officer of the Company.

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Page 3 of letter of offer to Pooja P dated DEC 23, 2014

As per Company policy, you would be required to sign a standard Non-Disclosure Agreement to protect classified/proprietary information at the time of joining and declarations related to agreement with Aricent Ethics and No Conflict of Interest Policy. On joining the Company you would also be required to re-verify the Security Declaration provided by you in the Employment Application Form.

You will be required to undergo training for a period which will usually vary from 8 to 12 calendar weeks at a facility as deemed appropriated and confirmed by the Company. Successful closure of the training would be based on the assessment of the Company. Incase an employee is not able to meet the expectations of the Company during the training, the Company reserves the right to terminate the services of such an employee without giving any advance notice or salary (Basic + FBP) in lieu thereof.

You will be on probation for a period of nine months from your Date of Joining the Company. You will be deemed to have completed the probation period, subject to:

- The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent, as defined by the Company policy.
- Completion of all prescribed training programs. These programs are aimed at successfully inducting new employees into the organization

Employees who do not complete their probation would not be eligible for promotion, salary increase or incentive payments. Such benefits would be held back till the successful completion of probation.

Your employment with the Company may be terminated after giving a notice of three months or salary (Basic + FBP) in lieu thereof. You are bound to give three months notice before leaving the services of the Company. You will ensure that all your on-going activities are successfully completed and handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary (Basic + FBP) in lieu of such shortened notice period. Should you decide to voluntarily leave the services of the Company or there be a separation by way of dismissal on grounds of indiscipline/ misconduct and/or performance or continued absence from services without sufficient cause or authorization (of which the Company shall be the sole judge) or abandoning your services before completing 21 months from your Date of Joining; the Company reserves the right to recover appropriate training cost as per terms and conditions agreed between Aricent and yourself vide a separate bond agreement. You agree herein that the terms of the bond agreement, though not being repeated herein for the sake of brevity, have been made clear to you and are acceptable to you.

You shall be governed by the Company policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Company policies & processes available on the Company intranet (hereby referred as Aricent World).

The company has the right to transfer you to any of the existing or future office or client locations in India or abroad.

Important: The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

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Page 4 of letter of offer to Pooja P dated DEC 23, 2014

Please sign the enclosed copy of this letter to indicate your acceptance of the offer and send this to us within the next seven days.

PS: Please bring the Photocopies of all the Documents below (SELF ATTESTED) (from 1-6) with you, on the day of your joining, for personnel records:

1. 10th/12th Mark Sheet/Certificate
2. Graduation/Post graduation/Diploma/Certifications-All Semester Mark sheet & Degree (as applicable)
3. ID proof With Photograph – Valid Passport/Driver License/Voter ID/Ration Card
4. Relieving & Experience Certificates from all the previous employers(if applicable)
5. Permanent Address Proof
6. PAN Card
7. 2 Passport Size Photographs
8. Date of Birth of Parents, Parents in laws, Spouse & Children

We will be proud to have you as a member of our team to further enhance Aricent's position as the leading software company in the communication sector as well as a Best Employer. Your contact in Talent Acquisition would be **Hari Nandan Sharma (Email id; hari.sharma@aricent.com) Phone No. -0124-4095888 Extension No. 6063)**. Please feel free to get in touch for any questions or assistance that you may need.

Looking forward to your joining the Aricent team.

Yours Sincerely,

Suresh Hariharan
(Director – Talent Acquisition)

TO: Aricent Technologies (Holdings) Ltd.
I agree to the above terms and conditions and hereby accept the offer from Aricent.

Signatures: Name: Pooja P Date: 6/1/2015

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Page 5 of letter of offer to Pooja P dated DEC 23, 2014

Explanation of Various Benefits
This section gives details of the various benefit schemes at Aricent and the way they are administered. Coverage under any of these plans may be subject to certain requirements or limitations. This information cannot be used to modify any coverage that is listed in separate insurance documents, policies, trust deeds, etc. In all cases, the provisions of these documents and policies and letter of offer (and subsequent changes) would apply. The company reserves the right to amend any compensation plan or information given in this section without prior notice. Please talk to your respective Human Resources representative for further assistance.

Flexible Benefit Plan (FBP): Under the Flexible Benefit Plan (FBP), you can choose the amount allocated to one or more of the following benefits each year (with in the limit of your FBP) based on your personal needs. Alternatively you can take the entire amount as a taxable salary. FBP is subject to Income Tax as per prevailing Government rules and regulations.

- House Rent Allowance (HRA)/ Rent Free Accommodation (RFA)
- Medical Expenses (other than medical insurance)
- Leave Travel Allowance (LTA)
- Additional purchase of Medical Insurance
- Professional Development Allowance
- Telephone reimbursement
- National Pension Scheme
- Children education/ hostel allowance
- Vehicle Lease Plan
- Conveyance Allowance
- Meal Pass
- Fuel & driver expenses reimbursement
- Club Membership expenses (Reimbursement)

Finance would announce dates (each quarter) when the original proof of above expenses can be submitted. The adjustment of Income Tax would be done based on the prevailing Income Tax laws from time to time. Please note that the income tax treatment related to any of the elements of the FBP could change based on the emerging/changing legal provisions applicable. Finally, you are advised to read the FBP policy on Aricent World in detail on joining.

Insurance:
Medical Insurance for Self & Family -Aricent provides comprehensive medical insurance benefit to the employee, spouse and children of the employee. In addition to this, there is an attractive plan to cover the parents and/or parent-in-laws sponsored by the employee. The company provides subsidy based on the longevity of the employee with Aricent.. As you can appreciate, this benefit is of significant value since the commercial value of insurance benefit is much higher. Please refer to the details in the Group Medical Insurance Policy on Aricent World on joining.

New employees will be required to submit a declaration for the same on the date of joining or within fifteen working days from Date of Joining.

Personal Accident & Life Insurance -Aricent also provides an attractive plan for covering the employee (only self) for personal accident & life insurance. Please refer to the details in the Policy on Personal Accident & Life Insurance on Aricent World on joining.

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Company Incentive Plan (CIP):
Amount mentioned is target earnings. The actual incentive payable is based on achievement of the performance against pre-defined goals.

Incentive is payable to those employees who are in active service on the disbursement day i.e., November month payroll for the first half (H1) of the financial year and May month payroll for the annual payment. Incentive shall not be payable to employees who have resigned or relieved from the services of the company as on the disbursement date. For employees who join the Company mid-way in the year, their incentive payment would be prorated based on actual number of days worked in the respective period. Please refer to the detailed policy document available in Aricent World upon joining the Company.

Provident Fund (PF): PF is a statutory benefit available to all regular employees of Aricent. Aricent has constituted a Trust for the efficient administration of the scheme. The objective of the scheme is to provide adequate social security (as per Government rules) to the employees after active work life.
Coverage: Automatic on joining Aricent, 12% of the employee's basic pay is contributed to the PF account of the employee maintained by the Trust at Aricent every month. The company will contribute an equivalent amount every month. Out of the Company's contribution, a part of the contribution, subject to a maximum of Rs.541 per month, is payable to Pension Fund maintained by Regional Provident Fund Commissioner (RPFC). However, this ceiling is subject to change as notified by the PF authorities from time to time. Interest will accrue on all accumulations.
Benefits: Accumulations will gather compounded interest annually in the course of membership as per prevailing PF rules. The total accumulations can be withdrawn from the Trust at the time of retirement. You shall be entitled to receive Pension on retirement from the RPF commissioner as per the existing rules. In case of earlier separation, the accumulation in the Aricent PF Trust can be withdrawn or transferred subject to prevailing PF rules at that time. Loans: Employees may apply for loans to the Trust for specified purposes as per PF rules. Both refundable and non-refundable options are available.

Gratuity Scheme: The employee becomes eligible for gratuity benefits under the scheme after completion of five years of employment. The gratuity is equivalent to 15 days of basic salary for each completed year of service (a month means 22 days for the purpose of calculating gratuity). The gratuity is payable on retirement from service or separation from the company or in the event of earlier death. In case of death while in service, the nominee will get gratuity calculated as though the employee had worked with the Company until the retirement age.

Company Lease: Aricent provides for company lease for renting of residential accommodation. The lease amount is adjusted against HRA as declared by an individual. Aricent would pay the security and advance and recover the same from the salary, as per the prevailing Company policy.

Working Hours and Holidays: The normal working hours are between 8:30 a.m. to 5:30 p.m., Monday to Friday, with a 45-minute lunch break. There are 9 company holidays per year. The company provides 12 days Casual/Sick Leave (CL) and 15 days Privilege Leave (PL) and 1 day Floating Leave per year (on a pro rata basis depending on number of months worked in the company in a year). Holidays and weekends (or weekly offs) are not counted as leaves. Aricent has a flexible working hours practice.

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Date: DEC 23 2014

Sandeep Patel
 # 81, Village And post Bhadari Tehsil Konch,
District Jalaun Uttar Pradesh - 285205
Email Id: sandeep.patel1721@live.com

Dear **Sandeep**,

We are pleased to offer you a full time position at **Grade E2** in which your designation would be **Software Engineer / Test Engineer**, as per the requirement of the business at the time of your joining with **Aricent Technologies (Holdings) Limited**. The value of your annualized Total Compensation (TC)[1] will be INR 350008/-

Following is the breakup of your TC:

All amounts in INR

	Per Month	Per Year
Basic Salary	10050	
Flexible Benefit Plan [2]	14632	
Provident Fund (Company's Contribution)		14472
Gratuity[4]		6852
Accident and Medical Insurance [5]		4500
Company Incentive Plan [6]**(CIP)**		28000

(1) Subject to deduction of contributions, charges and taxes at source as per the Laws/ Acts of Government of India, as may be applicable from time to time.
(2) Basket of Allowances. Please refer to the policy on Flexible Benefit Plan (FBP) available on Aricent World for FBP components and limits applicable to you.
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(5) A comprehensive Group Insurance Plan has been taken to cover you under Medical, Personal Accident and Life Insurance programs. The Insurance Premium amount specified is indicative only and change from time to time. This amount varies with the change in actual insurance cost, is market driven and may change
(6) Actual earnings/ payout is discretionary and will be governed by the Company Incentive Plan (CIP). Please refer to the policy available on Aricent World.

Details about various policies and benefits are given under 'Explanation of various benefits'. Please read and understand these carefully.

The Date of Joining and other relevant details will be separately intimated to you at the above-mentioned Email ID.

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Relocation:

In case of outstation candidates, Aricent will reimburse expenses limited to one way 3rd AC rail-fare or actual, whichever is lower, for you from your current location to your location of work to join Aricent. Please retain a copy of the ticket(s).

If required post completion of training, Aricent will provide you with 10 days complimentary accommodation, while you make your own arrangements. Only outstation candidates will be eligible for availing this facility.

The relocation amount should be claimed within 90 days of your joining Aricent post which you will not be entitled for this claim. Should you voluntarily terminate your services with Aricent before a period of two years from the date of joining, you will be required to return the relocation amount in full to Aricent.

Covenant of Non-Competition: You agree that during your employment and for 6 months thereafter, you will not directly or indirectly represent, be employed by, consult for or otherwise be associated with any other third party in the same capacity for which you are providing services under your employment nor will you be employed by or consult for any customer or supplier of the Company for which you perform work for under your employment without the prior consent of the Company. However Company shall at its sole discretion decide either to allow or disallow you to do so. Furthermore, you agree that you and any individual or entity under your direct or indirect control will not solicit, hire or retain as an employee or independent contractor any employee or former employee of the Company without the prior written consent of an authorized executive officer of the Company.

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As per Company policy, you would be required to sign a standard Non-Disclosure Agreement to protect classified/proprietary information at the time of joining and declarations related to agreement with Aricent Ethics and No Conflict of Interest Policy. On joining the Company you would also be required to re-verify the Security Declaration provided by you in the Employment Application Form.

You will be required to undergo training for a period which will usually vary from 8 to 12 calendar weeks at a facility as deemed appropriated and confirmed by the Company. Successful closure of the training would be based on the assessment of the Company. Incase an employee is not able to meet the expectations of the Company during the training, the Company reserves the right to terminate the services of such an employee without giving any advance notice or salary (Basic + FBP) in lieu thereof.

You will be on probation for a period of nine months from your Date of Joining the Company. You will be deemed to have completed the probation period, subject to:

- The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent, as defined by the Company policy.
- Completion of all prescribed training programs. These programs are aimed at successfully inducting new employees into the organization

Employees who do not complete their probation would not be eligible for promotion, salary increase or incentive payments. Such benefits would be held back till the successful completion of probation.

Your employment with the Company may be terminated after giving a notice of three months or salary (Basic + FBP) in lieu thereof. You are bound to give three months notice before leaving the services of the Company. You will ensure that all your on-going activities are successfully completed and handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary (Basic + FBP) in lieu of such shortened notice period. Should you decide to voluntarily leave the services of the Company or there be a separation by way of dismissal on grounds of indiscipline/ misconduct and/or performance or continued absence from services without sufficient cause or authorization (of which the Company shall be the sole judge) or abandoning your services before completing 24 months from your Date of Joining; the Company reserves the right to recover appropriate training cost as per terms and conditions agreed between Aricent and yourself vide a separate bond agreement. You agree herein that the terms of the bond agreement, though not being repeated herein for the sake of brevity, have been made clear to you and are acceptable to you.

You shall be governed by the Company policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Company policies & processes available on the Company intranet (hereby referred as Aricent World).

The company has the right to transfer you to any of the existing or future office or client locations in India or abroad.

Important: The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

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Page 4 of letter of offer to Sandeep Patel dated DEC 23, 2014

Please sign the enclosed copy of this letter to indicate your acceptance of the offer and send this to us within the next seven days.

PS: Please bring the Photocopies of all the Documents below (SELF ATTESTED) {from 1-6} with you, on the day of your joining, for personnel records:

1. 10th/12th Mark Sheet/Certificate
2. Graduation/Post graduation/Diploma/Certifications-All Semester Mark sheet & Degree (as applicable)
3. ID proof With Photograph – Valid Passport/Driver License/Voter ID/Ration Card
4. Relieving & Experience Certificates from all the previous employers (if applicable)
5. Permanent Address Proof
6. PAN Card
7. 2 Passport Size Photographs
8. Date of Birth of Parents, Parents in laws, Spouse & Children

We will be proud to have you as a member of our team to further enhance Aricent's position as the leading software company in the communication sector as well as a Best Employer. Your contact in Talent Acquisition would be **Hari Nandan Sharma (Email Id; hari.sharma@aricent.com) Phone No. -0124-4095888 Extension No. 6063)**. Please feel free to get in touch for any questions or assistance that you may need.

Looking forward to your joining the Aricent team.

Yours Sincerely,

Suresh Hariharan
(Director – Talent Acquisition)

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Explanation of Various Benefits
This section gives details of the various benefit schemes at Aricent and the way they are administered. Coverage under any of these plans may be subject to certain requirements or limitations. This information cannot be used to modify any coverage that is listed in separate insurance documents, policies, trust deeds, etc. In all cases, the provisions of these documents and policies and letter of offer (and subsequent changes) would apply. The company reserves the right to amend any compensation plan or information given in this section without prior notice. Please talk to your respective Human Resources representative for further assistance.

Flexible Benefit Plan (FBP): Under the Flexible Benefit Plan (FBP), you can choose the amount allocated to one or more of the following benefits each year (with in the limit of your FBP) based on your personal needs. Alternatively you can take the entire amount as a taxable salary. FBP is subject to Income Tax as per prevailing Government rules and regulations.

- House Rent Allowance (HRA)/ Rent Free Accommodation (RFA)
- Medical Expenses (other than medical insurance)
- Leave Travel Allowance (LTA)
- Additional purchase of Medical Insurance
- Professional Development Allowance
- Telephone reimbursement
- National Pension Scheme
- Children education/ hostel allowance
- Vehicle Lease Plan
- Conveyance Allowance
- Meal Pass
- Fuel & driver expenses reimbursement
- Club Membership expenses (Reimbursement)

Finance would announce dates (each quarter) when the original proof of above expenses can be submitted. The adjustment of Income Tax would be done based on the prevailing Income Tax laws from time to time. Please note that the income tax treatment related to any of the elements of the FBP could change based on the emerging/changing legal provisions applicable. Finally, you are advised to read the FBP policy on Aricent World in detail on joining.

Insurance:
Medical Insurance for Self & Family -Aricent provides comprehensive medical insurance benefit to the employee, spouse and children of the employee. In addition to this, there is an attractive plan to cover the parents and/or parent-in-laws sponsored by the employee. The company provides subsidy based on the longevity of the employee with Aricent.. As you can appreciate, this benefit is of significant value since the commercial value of insurance benefit is much higher. Please refer to the details in the Group Medical Insurance Policy on Aricent World on joining.

New employees will be required to submit a declaration for the same on the date of joining or within fifteen working days from Date of Joining.

Personal Accident & Life Insurance -Aricent also provides an attractive plan for covering the employee (only self) for personal accident & life insurance. Please refer to the details in the Policy on Personal Accident & Life Insurance on Aricent World on joining.

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Company Incentive Plan (CIP):
Amount mentioned is target earnings. The actual incentive payable is based on achievement of the performance against pre-defined goals.

Incentive is payable to those employees who are in active service on the disbursement day i.e., November month payroll for the first half (H1) of the financial year and May month payroll for the annual payment. Incentive shall not be payable to employees who have resigned or relieved from the services of the company as on the disbursement date. For employees who join the Company mid-way in the year, their incentive payment would be prorated based on actual number of days worked in the respective period. Please refer to the detailed policy document available in Aricent World upon joining the Company.

Provident Fund (PF): PF is a statutory benefit available to all regular employees of Aricent. Aricent has constituted a Trust for the efficient administration of the scheme. The objective of the scheme is to provide adequate social security (as per Government rules) to the employees after active work life.
Coverage: Automatic on joining Aricent, 12% of the employee's basic pay is contributed to the PF account of the employee maintained by the Trust at Aricent every month. The company will contribute an equivalent amount every month. Out of the Company's contribution, a part of the contribution, subject to a maximum of Rs.541 per month, is payable to Pension Fund maintained by Regional Provident Fund Commissioner (RPFC). However, this ceiling is subject to change as notified by the PF authorities from time to time. Interest will accrue on all accumulations.
Benefits: Accumulations will gather compounded interest annually in the course of membership as per prevailing PF rules. The total accumulations can be withdrawn from the Trust at the time of retirement. You shall be entitled to receive Pension on retirement from the RPF commissioner as per the existing rules. In case of earlier separation, the accumulation in the Aricent PF Trust can be withdrawn or transferred subject to prevailing PF rules at that time. Loans: Employees may apply for loans to the Trust for specified purposes as per PF rules. Both refundable and non-refundable options are available.

Gratuity Scheme: The employee becomes eligible for gratuity benefits under the scheme after completion of five years of employment. The gratuity is equivalent to 15 days of basic salary for each completed year of service (a month means 22 days for the purpose of calculating gratuity). The gratuity is payable on retirement from service or separation from the company or in the event of earlier death. In case of death while in service, the nominee will get gratuity calculated as though the employee had worked with the Company until the retirement age.

Company Lease: Aricent provides for company lease for renting of residential accommodation. The lease amount is adjusted against HRA as declared by an individual. Aricent would pay the security and advance and recover the same from the salary, as per the prevailing Company policy.

Working Hours and Holidays: The normal working hours are between 8:30 a.m. to 5:30 p.m., Monday to Friday, with a 45-minute lunch break. There are 9 company holidays per year. The company provides 12 days Casual/Sick Leave (CL) and 15 days Privilege Leave (PL) and 1 day Floating Leave per year (on a pro rata basis depending on number of months worked in the company in a year). Holidays and weekends (or weekly offs) are not counted as leaves. Aricent has a flexible working hours practice.

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Date: DEC 23, 2014

Shwetha M
 # 920, II Cross IV Block, HMT Layout,
Nagasandra Post Bangalore - 560073
Email Id: mohan@multilinkindia.net

Dear **Shwetha,**

We are pleased to offer you a full time position at **Grade E2** in which your designation would be **Software Engineer / Test Engineer,** as per the requirement of the business at the time of your joining with **Aricent Technologies (Holdings) Limited.** The value of your annualized Total Compensation (TC)[1] will be INR 350008/-

Following is the breakup of your TC:

All amounts in INR

	Per Month	Per Year
Basic Salary	10050	
Flexible Benefit Plan [2]	14632	
Provident Fund (Company's Contribution)		14472
Gratuity[4]		6852
Accident and Medical Insurance [5]		4500
Company Incentive Plan [6](CIP)		28000

(1) Subject to deduction of contributions, charges and taxes at source as per the Laws/ Acts of Government of India, as may be applicable from time to time.
(2) Basket of Allowances. Please refer to the policy on Flexible Benefit Plan (FBP) available on Aricent World for FBP components and limits applicable to you.
(3) Company's Contribution. Equal amount will be deducted from the employee's monthly salary as per the Employee s Provident Funds and Miscellaneous Provisions Act, 1952.
(4) As per the Payment of Gratuity Act, 1972
(5) A comprehensive Group Insurance Plan has been taken to cover you under Medical, Personal Accident and Life Insurance programs. The Insurance Premium amount specified is indicative only and change from time to time. This amount varies with the change in actual insurance cost, is market driven and may change.
(6) Actual earnings/ payout is discretionary and will be governed by the Company Incentive Plan (CIP). Please refer to the policy available on Aricent World.

Details about various policies and benefits are given under 'Explanation of various benefits'. Please read and understand these carefully.

The Date of Joining and other relevant details will be separately intimated to you at the above-mentioned Email ID.

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Page 2 of letter of offer to Shwetha M dated DEC 23, 2014

Relocation:

In case of outstation candidates, Aricent will reimburse expenses limited to one way 3rd AC rail fare or actual, whichever is lower, for you from your current location to your location of work to join Aricent. Please retain a copy of the ticket(s).

If required post completion of training, Aricent will provide you with 10 days complimentary accommodation, while you make your own arrangements. Only outstation candidates will be eligible for availing this facility.

The relocation amount should be claimed within 90 days of your joining Aricent post which you will not be entitled for this claim. Should you voluntarily terminate your services with Aricent before a period of two years from the date of joining, you will be required to return the relocation amount in full to Aricent.

Covenant of Non-Competition: You agree that during your employment and for 6 months thereafter, you will not directly or indirectly represent, be employed by, consult for or otherwise be associated with any other third party in the same capacity for which you are providing services under your employment nor will you be employed by or consult for any customer or supplier of the Company for which you perform work for under your employment without the prior consent of the Company. However Company shall at its sole discretion decide either to allow or disallow you to do so. Furthermore, you agree that you and any individual or entity under your direct or indirect control will not solicit, hire or retain as an employee or independent contractor any employee or former employee of the Company without the prior written consent of an authorized executive officer of the Company.

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As per Company policy, you would be required to sign a standard Non-Disclosure Agreement to protect classified/proprietary information at the time of joining and declarations related to agreement with Aricent Ethics and No Conflict of Interest Policy. On joining the Company you would also be required to re-verify the Security Declaration provided by you in the Employment Application Form.

You will be required to undergo training for a period which will usually vary from 8 to 12 calendar weeks at a facility as deemed appropriated and confirmed by the Company. Successful closure of the training would be based on the assessment of the Company. Incase an employee is not able to meet the expectations of the Company during the training, the Company reserves the right to terminate the services of such an employee without giving any advance notice or salary (Basic + FBP) in lieu thereof.

You will be on probation for a period of nine months from your Date of Joining the Company. You will be deemed to have completed the probation period, subject to:

- The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent, as defined by the Company policy.
- Completion of all prescribed training programs. These programs are aimed at successfully inducting new employees into the organization

Employees who do not complete their probation would not be eligible for promotion, salary increase or incentive payments. Such benefits would be held back till the successful completion of probation.

Your employment with the Company may be terminated after giving a notice of three months or salary (Basic + FBP) in lieu thereof. You are bound to give three months notice before leaving the services of the Company. You will ensure that all your on-going activities are successfully completed and handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary (Basic + FBP) in lieu of such shortened notice period. Should you decide to voluntarily leave the services of the Company or there be a separation by way of dismissal on grounds of indiscipline/ misconduct and/or performance or continued absence from services without sufficient cause or authorization (of which the Company shall be the sole judge) or abandoning your services before completing 21 months from your Date of Joining; the Company reserves the right to recover appropriate training cost as per terms and conditions agreed between Aricent and yourself vide a separate bond agreement. You agree herein that the terms of the bond agreement, though not being repeated herein for the sake of brevity, have been made clear to you and are acceptable to you.

You shall be governed by the Company policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Company policies & processes available on the Company intranet (hereby referred as Aricent World).

The company has the right to transfer you to any of the existing or future office or client locations in India or abroad.

Important: The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

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Please sign the enclosed copy of this letter to indicate your acceptance of the offer and send this to us within the next seven days

PS: Please bring the Photocopies of all the Documents below (SELF ATTESTED) (from 1-6) with you, on the day of your joining, for personnel records:

1. 10th/12th Mark Sheet/Certificate
2. Graduation/Post graduation/Diploma/Certifications-All Semester Mark sheet & Degree (as applicable)
3. ID proof With Photograph – Valid Passport/Driver License/Voter ID/Ration Card
4. Relieving & Experience Certificates from all the previous employers(if applicable)
5. Permanent Address Proof
6. PAN Card
7. 2 Passport Size Photographs
8. Date of Birth of Parents, Parents in laws, Spouse & Children

We will be proud to have you as a member of our team to further enhance Aricent's position as the leading software company in the communication sector as well as a Best Employer. Your contact in Talent Acquisition would be **Hari Nandan Sharma (Email id; hari.sharma@aricent.com) Phone No. +0124-4095888 Extension No. 6063).** Please feel free to get in touch for any questions or assistance that you may need.

Looking forward to your joining the Aricent team.

Yours Sincerely,

Suresh Harihara
(Director – Talent Acquisition)

Page 4 of 5

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Explanation of Various Benefits
This section gives details of the various benefit schemes at Aricent and the way they are administered. Coverage under any of these plans may be subject to certain requirements or limitations. This information cannot be used to modify any coverage that is listed in separate insurance documents, policies, trust deeds, etc. In all cases, the provisions of these documents and policies and letter of offer (and subsequent changes) would apply. The company reserves the right to amend any compensation plan or information given in this section without prior notice. Please talk to your respective Human Resources representative for further assistance.

Flexible Benefit Plan (FBP): Under the Flexible Benefit Plan (FBP), you can choose the amount allocated to one or more of the following benefits each year (with in the limit of your FBP) based on your personal needs. Alternatively you can take the entire amount as a taxable salary. FBP is subject to Income Tax as per prevailing Government rules and regulations.

- House Rent Allowance (HRA)/ Rent Free Accommodation (RFA)
- Medical Expenses (other than medical insurance)
- Leave Travel Allowance (LTA)
- Additional purchase of Medical Insurance
- Professional Development Allowance
- Telephone reimbursement
- National Pension Scheme
- Children education/ hostel allowance
- Vehicle Lease Plan
- Conveyance Allowance
- Meal Pass
- Fuel & driver expenses reimbursement
- Club Membership expenses (Reimbursement)

Finance would announce dates (each quarter) when the original proof of above expenses can be submitted. The adjustment of Income Tax would be done based on the prevailing Income Tax laws from time to time. Please note that the income tax treatment related to any of the elements of the FBP could change based on the emerging/changing legal provisions applicable. Finally, you are advised to read the FBP policy on Aricent World in detail on joining.

Insurance:
Medical Insurance for Self & Family -Aricent provides comprehensive medical insurance benefit to the employee, spouse and children of the employee. In addition to this, there is an attractive plan to cover the parents and/or parent-in-laws sponsored by the employee. The company provides subsidy based on the longevity of the employee with Aricent.. As you can appreciate, this benefit is of significant value since the commercial value of insurance benefit is much higher. Please refer to the details in the Group Mediclaim Insurance Policy on Aricent World on joining.

New employees will be required to submit a declaration for the same on the date of joining or within fifteen working days from Date of Joining.

Personal Accident & Life Insurance -Aricent also provides an attractive plan for covering the employee (only self) for personal accident & life insurance. Please refer to the details in the Policy on Personal Accident & Life Insurance on Aricent World on joining.

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Company Incentive Plan (CIP):
Amount mentioned is target earnings. The actual incentive payable is based on achievement of the performance against pre-defined goals.

Incentive is payable to those employees who are in active service on the disbursement day i.e., November month payroll for the first half (H1) of the financial year and May month payroll for the annual payment. Incentive shall not be payable to employees who have resigned or relieved from the services of the company as on the disbursement date. For employees who join the Company mid-way in the year, their incentive payment would be prorated based on actual number of days worked in the respective period. Please refer to the detailed policy document available in Aricent World upon joining the Company.

Provident Fund (PF): PF is a statutory benefit available to all regular employees of Aricent. Aricent has constituted a Trust for the efficient administration of the scheme. The objective of the scheme is to provide adequate social security (as per Government rules) to the employees after active work life
Coverage: Automatic on joining Aricent, 12% of the employee's basic pay is contributed to the PF account of the employee maintained by the Trust at Aricent every month. The company will contribute an equivalent amount every month. Out of the Company's contribution, a part of the contribution, subject to a maximum of Rs.541 per month, is payable to Pension Fund maintained by Regional Provident Fund Commissioner (RPFC). However, this ceiling is subject to change as notified by the PF authorities from time to time. Interest will accrue on all accumulations.
Benefits: Accumulations will gather compounded interest annually in the course of membership as per prevailing PF rules. The total accumulations can be withdrawn from the Trust at the time of retirement. You shall be entitled to receive Pension on retirement from the RPF commissioner as per the existing rules. In case of earlier separation, the accumulation in the Aricent PF Trust can be withdrawn or transferred subject to prevailing PF rules at that time. Loans: Employees may apply for loans to the Trust for specified purposes as per PF rules. Both refundable and non-refundable options are available.

Gratuity Scheme: The employee becomes eligible for gratuity benefits under the scheme after completion of five years of employment. The gratuity is equivalent to 15 days of basic salary for each completed year of service (a month means 22 days for the purpose of calculating gratuity). The gratuity is payable on retirement from service or separation from the company or in the event of earlier death. In case of death while in service, the nominee will get gratuity calculated as though the employee had worked with the Company until the retirement age.

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Working Hours and Holidays: The normal working hours are between 8:30 a.m. to 5:30 p.m., Monday to Friday, with a 45-minute lunch break. There are 9 company holidays per year. The company provides 12 days Casual/Sick Leave (CL) and 15 days Privilege Leave (PL) and 1 day Floating Leave per year (on a pro rata basis depending on number of months worked in the company in a year). Holidays and weekends (or weekly offs) are not counted as leaves. Aricent has a flexible working hours practice.

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Acceptance Letter: Kindly mail it back to us

Date: DEC 23, 2014

Sinchana S Hegde
Ravi Shankara' House; Opp: Herenje Cross P.O. & Village Chanthar,
Via Brahmavara, Udupi Karnataka - 576213
Email Id: sinchanah19@gmail.com

Dear **Sinchana,**

We are pleased to offer you a full time position at **Grade E2** in which your designation would be **Software Engineer / Test Engineer**, as per the requirement of the business at the time of your joining with **Aricent Technologies (Holdings) Limited**. The value of your annualized Total Compensation (TC)[1] will be INR **350008/-**

Following is the breakup of your TC:

All amounts in INR

	Per Month	Per Year
Basic Salary	10050	
Flexible Benefit Plan [2]	14632	
Provident Fund (Company's Contribution)		14472
Gratuity[4]		6852
Accident and Medical Insurance [5]		4500
Company Incentive Plan [6](CIP)		28000

(1) Subject to deduction of contributions, charges and taxes at source as per the Laws/ Acts of Government of India, as may be applicable from time to time.
(2) Basket of Allowances. Please refer to the policy on Flexible Benefit Plan (FBP) available on Aricent World for FBP components and limits applicable to you.
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(5) A comprehensive Group Insurance Plan has been taken to cover you under Medical, Personal Accident and Life Insurance programs. The Insurance Premium amount specified is indicative only and change from time to time. This amount varies with the change in actual insurance cost, is market driven and may change.
(6) Actual earnings/ payout is discretionary and will be governed by the Company Incentive Plan (CIP). Please refer to the policy available on Aricent World.

Details about various policies and benefits are given under 'Explanation of various benefits'. Please read and understand these carefully.

The Date of Joining and other relevant details will be separately intimated to you at the above-mentioned Email ID.

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Relocation:

In case of outstation candidates, Aricent will reimburse expenses limited to one way 3rd AC rail-fare or actual, whichever is lower, for you from your current location to your location of work to join Aricent. Please retain a copy of the ticket(s).

If required post completion of training, Aricent will provide you with 10 days complimentary accommodation, while you make your own arrangements. Only outstation candidates will be eligible for availing this facility.

The relocation amount should be claimed within 90 days of your joining Aricent post which you will not be entitled for this claim. Should you voluntarily terminate your services with Aricent before a period of two years from the date of joining, you will be required to return the relocation amount in full to Aricent.

Covenant of Non-Competition: You agree that during your employment and for 6 months thereafter, you will not directly or indirectly represent, be employed by, consult for or otherwise be associated with any other third party in the same capacity for which you are providing services under your employment nor will you be employed by or consult for any customer or supplier of the Company for which you perform work for under your employment without the prior consent of the Company. However Company shall at its sole discretion decide either to allow or disallow you to do so. Furthermore, you agree that you and any individual or entity under your direct or indirect control will not solicit, hire or retain as an employee or independent contractor any employee or former employee of the Company without the prior written consent of an authorized executive officer of the Company.

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You will be required to undergo training for a period which will usually vary from 8 to 12 calendar weeks at a facility as deemed appropriated and confirmed by the Company. Successful closure of the training would be based on the assessment of the Company. Incase an employee is not able to meet the expectations of the Company during the training, the Company reserves the right to terminate the services of such an employee without giving any advance notice or salary (Basic + FBP) in lieu thereof.

You will be on probation for a period of nine months from your Date of Joining the Company. You will be deemed to have completed the probation period, subject to:

- The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent, as defined by the Company policy.
- Completion of all prescribed training programs. These programs are aimed at successfully inducting new employees into the organization

Employees who do not complete their probation would not be eligible for promotion, salary increase or incentive payments. Such benefits would be held back till the successful completion of probation.

Your employment with the Company may be terminated after giving a notice of three months or salary (Basic + FBP) in lieu thereof. You are bound to give three months notice before leaving the services of the Company. You will ensure that all your on-going activities are successfully completed and handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary (Basic + FBP) in lieu of such shortened notice period. Should you decide to voluntarily leave the services of the Company or there be a separation by way of dismissal on grounds of indiscipline/ misconduct and/or performance or continued absence from services without sufficient cause or authorization (of which the Company shall be the sole judge) or abandoning your services before completing 21 months from your Date of Joining; the Company reserves the right to recover appropriate training cost as per terms and conditions agreed between Aricent and yourself vide a separate bond agreement. You agree herein that the terms of the bond agreement, though not being repeated herein for the sake of brevity, have been made clear to you and are acceptable to you.

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The company has the right to transfer you to any of the existing or future office or client locations in India or abroad.

Important: The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

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Please sign the enclosed copy of this letter to indicate your acceptance of the offer and send this to us within the next seven days.

PS: Please bring the Photocopies of all the Documents below (SELF ATTESTED) :from 1-6} with you, on the day of your joining, for personnel records:

1. 10th/12th Mark Sheet/Certificate
2. Graduation/Post graduation/Diploma/Certifications-All Semester Mark sheet & Degree (as applicable)
3. ID proof With Photograph – Valid Passport/Driver License/Voter ID/Ration Card
4. Relieving & Experience Certificates from all the previous employers(if applicable)
5. Permanent Address Proof
6. PAN Card
7. 2 Passport Size Photographs
8. Date of Birth of Parents, Parents in laws, Spouse & Children

We will be proud to have you as a member of our team to further enhance Aricent's position as the leading software company in the communication sector as well as a Best Employer. Your contact in Talent Acquisition would be **Hari Nandan Sharma (Email Id; hari.sharma@aricent.com) Phone No. -0124-4095888 Extension No. 6063)** Please feel free to get in touch for any questions or assistance that you may need.

Looking forward to your joining the Aricent team.

Yours Sincerely,

Suresh Hariharan
(Director – Talent Acquisition)

TO: Aricent Technologies (Holdings) Ltd.
I agree to the above terms and conditions and hereby accept the offer from Aricent.

Signatures Name Sinchana S Hegde Date: 09 - 01 - 2015

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Page 5 of letter of offer to Sinchana S Hegde dated DEC 23, 2014

Explanation of Various Benefits
This section gives details of the various benefit schemes at Aricent and the way they are administered. Coverage under any of these plans may be subject to certain requirements or limitations. This information cannot be used to modify any coverage that is listed in separate insurance documents, policies, trust deeds, etc. In all cases, the provisions of these documents and policies and letter of offer (and subsequent changes) would apply. The company reserves the right to amend any compensation plan or information given in this section without prior notice. Please talk to your respective Human Resources representative for further assistance.

Flexible Benefit Plan (FBP): Under the Flexible Benefit Plan (FBP), you can choose the amount allocated to one or more of the following benefits each year (with in the limit of your FBP) based on your personal needs. Alternatively you can take the entire amount as a taxable salary. FBP is subject to Income Tax as per prevailing Government rules and regulations.

- House Rent Allowance (HRA)/ Rent Free Accommodation (RFA)
- Medical Expenses (other than medical insurance)
- Leave Travel Allowance (LTA)
- Additional purchase of Medical Insurance
- Professional Development Allowance
- Telephone reimbursement
- National Pension Scheme
- Children education/ hostel allowance
- Vehicle Lease Plan
- Conveyance Allowance
- Meal Pass
- Fuel & driver expenses reimbursement
- Club Membership expenses (Reimbursement)

Finance would announce dates (each quarter) when the original proof of above expenses can be submitted. The adjustment of Income Tax would be done based on the prevailing Income Tax laws from time to time. Please note that the income tax treatment related to any of the elements of the FBP could change based on the emerging/changing legal provisions applicable. Finally, you are advised to read the FBP policy on Aricent World in detail on joining.

Insurance:
Medical Insurance for Self & Family -Aricent provides comprehensive medical insurance benefit to the employee, spouse and children of the employee. In addition to this, there is an attractive plan to cover the parents and/or parent-in-laws sponsored by the employee. The company provides subsidy based on the longevity of the employee with Aricent.. As you can appreciate, this benefit is of significant value since the commercial value of insurance benefit is much higher. Please refer to the details in the Group Medical Insurance Policy on Aricent World on joining.

New employees will be required to submit a declaration for the same on the date of joining or within fifteen working days from Date of Joining.

Personal Accident & Life Insurance -Aricent also provides an attractive plan for covering the employee (only self) for personal accident & life insurance. Please refer to the details in the Policy on Personal Accident & Life Insurance on Aricent World on joining.

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CIN # U65993DL2006PLC149728

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Page 6 of letter of offer to Sinchana S Hegde dated DEC 23, 2014

Company Incentive Plan (CIP):
Amount mentioned is target earnings. The actual incentive payable is based on achievement of the performance against pre-defined goals.

Incentive is payable to those employees who are in active service on the disbursement day i.e., November month payroll for the first half (H1) of the financial year and May month payroll for the annual payment. Incentive shall not be payable to employees who have resigned or relieved from the services of the company as on the disbursement date. For employees who join the Company mid-way in the year, their incentive payment would be prorated based on actual number of days worked in the respective period. Please refer to the detailed policy document available in Aricent World upon joining the Company.

Provident Fund (PF): PF is a statutory benefit available to all regular employees of Aricent. Aricent has constituted a Trust for the efficient administration of the scheme. The objective of the scheme is to provide adequate social security (as per Government rules) to the employees after active work life
Coverage: Automatic on joining Aricent, 12% of the employee's basic pay is contributed to the PF account of the employee maintained by the Trust at Aricent every month. The company will contribute an equivalent amount every month. Out of the Company's contribution, a part of the contribution, subject to a maximum of Rs.541 per month, is payable to Pension Fund maintained by Regional Provident Fund Commissioner (RPFC). However, this ceiling is subject to change as notified by the PF authorities from time to time. Interest will accrue on all accumulations.
Benefits: Accumulations will gather compounded interest annually in the course of membership as per prevailing PF rules. The total accumulations can be withdrawn from the Trust at the time of retirement. You shall be entitled to receive Pension on retirement from the RPF commissioner as per the existing rules. In case of earlier separation, the accumulation in the Aricent PF Trust can be withdrawn or transferred subject to prevailing PF rules at that time. Loans: Employees may apply for loans to the Trust for specified purposes as per PF rules. Both refundable and non-refundable options are available.

Gratuity Scheme: The employee becomes eligible for gratuity benefits under the scheme after completion of five years of employment. The gratuity is equivalent to 15 days of basic salary for each completed year of service (a month means 22 days for the purpose of calculating gratuity). The gratuity is payable on retirement from service or separation from the company or in the event of earlier death. In case of death while in service, the nominee will get gratuity calculated as though the employee had worked with the Company until the retirement age.

Company Lease: Aricent provides for company lease for renting of residential accommodation. The lease amount is adjusted against HRA as declared by an individual. Aricent would pay the security and advance and recover the same from the salary, as per the prevailing Company policy.

Working Hours and Holidays: The normal working hours are between 8:30 a.m. to 5:30 p.m., Monday to Friday, with a 45-minute lunch break. There are 9 company holidays per year. The company provides 12 days Casual/Sick Leave (CL) and 15 days Privilege Leave (PL) and 1 day Floating Leave per year (on a pro rata basis depending on number of months worked in the company in a year). Holidays and weekends (or weekly offs) are not counted as leaves. Aricent has a flexible working hours practice.

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Date: DEC 23, 2014

Swetha K N
 # 4006, Poornima Nilaya 7th Cross, Gayathri Nagar,
Bangalore Karnataka - 560021
Email Id: ashwini.cooool@gmail.com

Dear **Swetha,**

We are pleased to offer you a full time position at **Grade E2** in which your designation would be **Software Engineer / Test Engineer,** as per the requirement of the business at the time of your joining with **Aricent Technologies (Holdings) Limited**. The value of your annualized Total Compensation (TC)[1] will be INR 350008/-

Following is the breakup of your TC:

All amounts in INR

	Per Month	Per Year
Basic Salary	10050	
Flexible Benefit Plan [2]	14632	
Provident Fund (Company's Contribution)		14472
Gratuity[4]		6852
Accident and Medical Insurance [5]		4500
Company Incentive Plan [6]**(CIP)**		28000

(1) Subject to deduction of contributions, charges and taxes at source as per the Laws/ Acts of Government of India, as may be applicable from time to time.
(2) Basket of Allowances. Please refer to the policy on Flexible Benefit Plan (FBP) available on Aricent World for FBP components and limits applicable to you.
(3) Company's Contribution. Equal amount will be deducted from the employee's monthly salary as per the Employee's Provident Funds and Miscellaneous Provisions Act, 1952.
(4) As per the Payment of Gratuity Act, 1972
(5) A comprehensive Group Insurance Plan has been taken to cover you under Medical, Personal Accident and Life Insurance programs. The Insurance Premium amount specified is indicative only and change from time to time. This amount varies with the change in actual insurance cost, is market driven and may change.
(6) Actual earnings' payout is discretionary and will be governed by the Company Incentive Plan (CIP). Please refer to the policy available on Aricent World.

Details about various policies and benefits are given under 'Explanation of various benefits'. Please read and understand these carefully.

The Date of Joining and other relevant details will be separately intimated to you at the above-mentioned Email ID.

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Page 2 of letter of offer to Swetha K N dated DEC 23, 2014

Relocation:

In case of outstation candidates, Aricent will reimburse expenses limited to one way 3rd AC rail-fare or actual, whichever is lower for you from your current location to your location of work to join Aricent. Please retain a copy of the ticket(s).

If required post completion of training, Aricent will provide you with 10 days complimentary accommodation, while you make your own arrangements. Only outstation candidates will be eligible for availing this facility.

The relocation amount should be claimed within 90 days of your joining Aricent post which you will not be entitled for this claim. Should you voluntarily terminate your services with Aricent before a period of two years from the date of joining, you will be required to return the relocation amount in full to Aricent.

Covenant of Non-Competition: You agree that during your employment and for 6 months thereafter, you will not directly or indirectly represent, be employed by, consult for or otherwise be associated with any other third party in the same capacity for which you are providing services under your employment nor will you be employed by or consult for any customer or supplier of the Company for which you perform work for under your employment without the prior consent of the Company. However Company shall at its sole discretion decide either to allow or disallow you to do so. Furthermore, you agree that you and any individual or entity under your direct or indirect control will not solicit, hire or retain as an employee or independent contractor any employee or former employee of the Company without the prior written consent of an authorized executive officer of the Company.

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As per Company policy, you would be required to sign a standard Non-Disclosure Agreement to protect classified/proprietary information at the time of joining and declarations related to agreement with Aricent Ethics and No Conflict of Interest Policy. On joining the Company you would also be required to re-verify the Security Declaration provided by you in the Employment Application Form.

You will be required to undergo training for a period which will usually vary from 8 to 12 calendar weeks at a facility as deemed appropriated and confirmed by the Company. Successful closure of the training would be based on the assessment of the Company. Incase an employee is not able to meet the expectations of the Company during the training, the Company reserves the right to terminate the services of such an employee without giving any advance notice or salary (Basic + FBP) in lieu thereof.

You will be on probation for a period of nine months from your Date of Joining the Company. You will be deemed to have completed the probation period, subject to:

- The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent, as defined by the Company policy.
- Completion of all prescribed training programs. These programs are aimed at successfully inducting new employees into the organization

Employees who do not complete their probation would not be eligible for promotion, salary increase or incentive payments. Such benefits would be held back till the successful completion of probation.

Your employment with the Company may be terminated after giving a notice of three months or salary (Basic + FBP) in lieu thereof. You are bound to give three months notice before leaving the services of the Company. You will ensure that all your on-going activities are successfully completed and handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary (Basic + FBP) in lieu of such shortened notice period. Should you decide to voluntarily leave the services of the Company or there be a separation by way of dismissal on grounds of indiscipline/ misconduct and/or performance or continued absence from services without sufficient cause or authorization (of which the Company shall be the sole judge) or abandoning your services before completing 21 months from your Date of Joining; the Company reserves the right to recover appropriate training cost as per terms and conditions agreed between Aricent and yourself vide a separate bond agreement. You agree herein that the terms of the bond agreement, though not being repeated herein for the sake of brevity, have been made clear to you and are acceptable to you.

You shall be governed by the Company policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Company policies & processes available on the Company intranet (hereby referred as Aricent World).

The company has the right to transfer you to any of the existing or future office or client locations in India or abroad.

Important: The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

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Page 4 of letter of offer to Swetha K N dated DEC 23, 2014

Please sign the enclosed copy of this letter to indicate your acceptance of the offer and send this to us within the next seven days.

PS: Please bring the Photocopies of all the Documents below (SELF ATTESTED) (from 1-6) with you, on the day of your joining, for personnel records:

1. 10th/12th Mark Sheet/Certificate
2. Graduation/Pos: graduation/Diploma/Certifications-All Semester Mark sheet & Degree (as applicable)
3. ID proof With Photograph – Valid Passport/Driver License/Voter ID/Ration Card
4. Relieving & Experience Certificates from all the previous employers(if applicable)
5. Permanent Address Proof
6. PAN Card
7. 2 Passport Size Photographs
8. Date of Birth of Parents, Parents in laws, Spouse & Children

We will be proud to have you as a member of our team to further enhance Aricent's position as the leading software company in the communication sector as well as a Best Employer. Your contact in Talent Acquisition would be **Hari Nandan Sharma (Email id; hari.sharma@aricent.com) Phone No. -0124-4095888 Extension No. 6063)**. Please feel free to get in touch for any questions or assistance that you may need.

Looking forward to your joining the Aricent team.

Yours Sincerely,

Suresh Hariharan
(Director – Talent Accuisition)

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Explanation of Various Benefits
This section gives details of the various benefit schemes at Aricent and the way they are administered. Coverage under any of these plans may be subject to certain requirements or limitations. This information cannot be used to modify any coverage that is listed in separate insurance documents, policies, trust deeds, etc. In all cases, the provisions of these documents and policies and letter of offer (and subsequent changes) would apply. The company reserves the right to amend any compensation plan or information given in this section without prior notice. Please talk to your respective Human Resources representative for further assistance.

Flexible Benefit Plan (FBP): Under the Flexible Benefit Plan (FBP), you can choose the amount allocated to one or more of the following benefits each year (with in the limit of your FBP) based on your personal needs. Alternatively you can take the entire amount as a taxable salary. FBP is subject to Income Tax as per prevailing Government rules and regulations.

- House Rent Allowance (HRA)/ Rent Free Accommodation (RFA)
- Medical Expenses (other than medical insurance)
- Leave Travel Allowance (LTA)
- Additional purchase of Medical Insurance
- Professional Development Allowance
- Telephone reimbursement
- National Pension Scheme
- Children education/ hostel allowance
- Vehicle Lease Plan
- Conveyance Allowance
- Meal Pass
- Fuel & driver expenses reimbursement
- Club Membership expenses (Reimbursement)

Finance would announce dates (each quarter) when the original proof of above expenses can be submitted. The adjustment of income Tax would be done based on the prevailing Income Tax laws from time to time. Please note that the income tax treatment related to any of the elements of the FBP could change based on the emerging/changing legal provisions applicable. Finally, you are advised to read the FBP policy on Aricent World in detail on joining.

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Company Incentive Plan (CIP):
Amount mentioned is target earnings. The actual incentive payable is based on achievement of the performance against pre-defined goals.

Incentive is payable to those employees who are in active service on the disbursement day i.e., November month payroll for the first half (H1) of the financial year and May month payroll for the annual payment. Incentive shall not be payable to employees who have resigned or relieved from the services of the company as on the disbursement date. For employees who join the Company mid-way in the year, their incentive payment would be prorated based on actual number of days worked in the respective period. Please refer to the detailed policy document available in Aricent World upon joining the Company.

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Coverage: Automatic on joining Aricent, 12% of the employee's basic pay is contributed to the PF account of the employee maintained by the Trust at Aricent every month. The company will contribute an equivalent amount every month. Out of the Company's contribution, a part of the contribution, subject to a maximum of Rs.541 per month, is payable to Pension Fund maintained by Regional Provident Fund Commissioner (RPFC). However, this ceiling is subject to change as notified by the PF authorities from time to time. Interest will accrue on all accumulations.
Benefits: Accumulations will gather compounded interest annually in the course of membership as per prevailing PF rules. The total accumulations can be withdrawn from the Trust at the time of retirement. You shall be entitled to receive Pension on retirement from the RPF commissioner as per the existing rules. In case of earlier separation, the accumulation in the Aricent PF Trust can be withdrawn or transferred subject to prevailing PF rules at that time. Loans: Employees may apply for loans to the Trust for specified purposes as per PF rules. Both refundable and non-refundable options are available.

Gratuity Scheme: The employee becomes eligible for gratuity benefits under the scheme after completion of five years of employment. The gratuity is equivalent to 15 days of basic salary for each completed year of service (a month means 22 days for the purpose of calculating gratuity). The gratuity is payable on retirement from service or separation from the company or in the event of earlier death. In case of death while in service, the nominee will get gratuity calculated as though the employee had worked with the Company until the retirement age.

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Working Hours and Holidays: The normal working hours are between 8:30 a.m. to 5:30 p.m., Monday to Friday, with a 45-minute lunch break. There are 9 company holidays per year. The company provides 12 days Casual/Sick Leave (CL) and 15 days Privilege Leave (PL) and 1 day Floating Leave per year (on a pro rata basis depending on number of months worked in the company in a year). Holidays and weekends (or weekly offs) are not counted as leaves. Aricent has a flexible working hours practice.

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Date: DEC 23, 2014

Vivek A
 # F-31, 3rd Main Road Brahmapuram Ramachandrapura,
Bangalore Karnataka - 560021
Email Id: vivu63@gmail.com

Dear **Vivek,**

We are pleased to offer you a full time position at **Grade E2** in which your designation would be **Software Engineer / Test Engineer,** as per the requirement of the business at the time of your joining with **Aricent Technologies (Holdings) Limited**. The value of your annualized Total Compensation (TC)[1] will be INR **350008/-**

Following is the break-up of your TC:

All amounts in INR

	Per Month	Per Year
Basic Salary	10050	
Flexible Benefit Plan [2]	14632	
Provident Fund (Company's Contribution)		14472
Gratuity[4]		6852
Accident and Medical Insurance [5]		4500
Company Incentive Plan [6]**(CIP)**		28000

(1) Subject to deduction of contributions, charges and taxes at source as per the Laws/ Acts of Government of India, as may be applicable from time to time.
(2) Basket of Allowances. Please refer to the policy on Flexible Benefit Plan (FBP) available on Aricent World for FBP components and limits applicable to you.
(3) Company's Contribution. Equal amount will be deducted from the employee's monthly salary as per the Employee's Provident Funds and Miscellaneous Provisions Act, 1952.
(4) As per the Payment of Gratuity Act, 1972
(5) A comprehensive Group Insurance Plan has been taken to cover you under Medical, Personal Accident and Life Insurance programs. The Insurance Premium amount specified is indicative only and change from time to time. This amount varies with the change in actual insurance cost, is market driven and may change.
(6) Actual earnings/ payout is discretionary and will be governed by the Company Incentive Plan (CIP). Please refer to the policy available on Aricent World.

Details about various policies and benefits are given under 'Explanation of various benefits'. Please read and understand these carefully.

The Date of Joining and other relevant details will be separately intimated to you at the above-mentioned Email ID.

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Page 2 of letter of offer to Vivek A dated DEC 23, 2014

Relocation:

In case of outstation candidates, Aricent will reimburse expenses limited to one way 3rd AC rail-fare or actual, whichever is lower for you from your current location to your location of work to join Aricent. Please retain a copy of the ticket(s).

If required post completion of training, Aricent will provide you with 10 days complimentary accommodation, while you make your own arrangements. Only outstation candidates will be eligible for availing this facility.

The relocation amount should be claimed within 90 days of your joining Aricent post which you will not be entitled for this claim. Should you voluntarily terminate your services with Aricent before a period of two years from the date of joining, you will be required to return the relocation amount in full to Aricent.

Covenant of Non-Competition: You agree that during your employment and for 6 months thereafter, you will not directly or indirectly represent, be employed by, consult for or otherwise be associated with any other third party in the same capacity for which you are providing services under your employment nor will you be employed by or consult for any customer or supplier of the Company for which you perform work for under your employment without the prior consent of the Company. However Company shall at its sole discretion decide either to allow or disallow you to do so. Furthermore, you agree that you and any individual or entity under your direct or indirect control will not solicit, hire or retain as an employee or independent contractor any employee or former employee of the Company without the prior written consent of an authorized executive officer of the Company.

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As per Company policy, you would be required to sign a standard Non-Disclosure Agreement to protect classified/proprietary information at the time of joining and declarations related to agreement with Aricent Ethics and No Conflict of Interest Policy. On joining the Company you would also be required to re-verify the Security Declaration provided by you in the Employment Application Form.

You will be required to undergo training for a period which will usually vary from 8 to 12 calendar weeks at a facility as deemed appropriated and confirmed by the Company. Successful closure of the training would be based on the assessment of the Company. Incase an employee is not able to meet the expectations of the Company during the training, the Company reserves the right to terminate the services of such an employee without giving any advance notice or salary (Basic + FBP) in lieu thereof.

You will be on probation for a period of nine months from your Date of Joining the Company. You will be deemed to have completed the probation period, subject to:

- The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent, as defined by the Company policy.
- Completion of all prescribed training programs. These programs are aimed at successfully inducting new employees into the organization

Employees who do not complete their probation would not be eligible for promotion, salary increase or incentive payments. Such benefits would be held back till the successful completion of probation.

Your employment with the Company may be terminated after giving a notice of three months or salary (Basic + FBP) in lieu thereof. You are bound to give three months notice before leaving the services of the Company. You will ensure that all your on-going activities are successfully completed and handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary (Basic + FBP) in lieu of such shortened notice period. Should you decide to voluntarily leave the services of the Company or there be a separation by way of dismissal on grounds of indiscipline/ misconduct and/or performance or continued absence from services without sufficient cause or authorization (of which the Company shall be the sole judge) or abandoning your services before completing 21 months from your Date of Joining; the Company reserves the right to recover appropriate training cost as per terms and conditions agreed between Aricent and yourself vide a separate bond agreement. You agree herein that the terms of the bond agreement, though not being repeated herein for the sake of brevity, have been made clear to you and are acceptable to you.

You shall be governed by the Company policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Company policies & processes available on the Company intranet (hereby referred as Aricent World).

The company has the right to transfer you to any of the existing or future office or client locations in India or abroad.

Important: The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

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Aricent Technologies (Holdings) Limited
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CIN # U659E3DL2006PLC149728

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Bengaluru - 560 057

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Page 4 of letter of offer to Vivek A dated DEC 23, 2014

Please sign the enclosed copy of this letter to indicate your acceptance of the offer and send this to us within the next seven days.

PS: Please bring the Photocopies of all the Documents below (SELF ATTESTED) {from 1-6} with you, on the day of your joining for personnel records:

1. 10th/12th Mark Sheet/Certificate
2. Graduation/Post graduation/Diploma/Certifications-All Semester Mark sheet & Degree (as applicable)
3. ID proof With Photograph – Valid Passport/Driver License/Voter ID/Ration Card
4. Relieving & Experience Certificates from all the previous employers(if applicable)
5. Permanent Address Proof
6. PAN Card
7. 2 Passport Size Photographs
8. Date of Birth of Parents, Parents in laws, Spouse & Children

We will be proud to have you as a member of our team to further enhance Aricent's position as the leading software company in the communication sector as well as a Best Employer. Your contact in Talent Acquisition would be **Hari Nandan Sharma (Email id; hari.sharma@aricent.com) Phone No. -0124-4095888 Extension No. 6063).** Please feel free to get in touch for any questions or assistance that you may need.

Looking forward to your joining the Aricent team.

Yours Sincerely,

Suresh Hariharan
(Director – Talent Acquisition)

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Explanation of Various Benefits
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- House Rent Allowance (HRA)/ Rent Free Accommodation (RFA)
- Medical Expenses (other than medical insurance)
- Leave Travel Allowance (LTA)
- Additional purchase of Medical Insurance
- Professional Development Allowance
- Telephone reimbursement
- National Pension Scheme
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- Vehicle Lease Plan
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- Meal Pass
- Fuel & driver expenses reimbursement
- Club Membership expenses (Reimbursement)

Finance would announce dates (each quarter) when the original proof of above expenses can be submitted. The adjustment of Income Tax would be done based on the prevailing Income Tax laws from time to time. Please note that the income tax treatment related to any of the elements of the FBP could change based on the emerging/changing legal provisions applicable. Finally, you are advised to read the FBP policy on Aricent World in detail on joining.

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Company Incentive Plan (CIP):
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Incentive is payable to those employees who are in active service on the disbursement day i.e., November month payroll for the first half (H1) of the financial year and May month payroll for the annual payment. Incentive shall not be payable to employees who have resigned or relieved from the services of the company as on the disbursement date. For employees who join the Company mid-way in the year, their incentive payment would be prorated based on actual number of days worked in the respective period. Please refer to the detailed policy document available in Aricent World upon joining the Company.

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Coverage: Automatic on joining Aricent, 12% of the employee's basic pay is contributed to the PF account of the employee maintained by the Trust at Aricent every month. The company will contribute an equivalent amount every month. Out of the Company's contribution, a part of the contribution, subject to a maximum of Rs.541 per month, is payable to Pension Fund maintained by Regional Provident Fund Commissioner (RPFC). However, this ceiling is subject to change as notified by the PF authorities from time to time. Interest will accrue on all accumulations.
Benefits: Accumulations will gather compounded interest annually in the course of membership as per prevailing PF rules. The total accumulations can be withdrawn from the Trust at the time of retirement. You shall be entitled to receive Pension on retirement from the RPF commissioner as per the existing rules. In case of earlier separation, the accumulation in the Aricent PF Trust can be withdrawn or transferred subject to prevailing PF rules at that time. Loans: Employees may apply for loans to the Trust for specified purposes as per PF rules. Both refundable and non-refundable options are available.

Gratuity Scheme: The employee becomes eligible for gratuity benefits under the scheme after completion of five years of employment. The gratuity is equivalent to 15 days of basic salary for each completed year of service (a month means 22 days for the purpose of calculating gratuity). The gratuity is payable on retirement from service or separation from the company or in the event of earlier death. In case of death while in service, the nominee will get gratuity calculated as though the employee had worked with the Company until the retirement age.

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Date: MAR 18, 2015

Sarika P T
1586, 2nd Cross, Prasanth Nagar, T.Dasarahalli,
Bangalore, Karnataka - 560057
Email Id: sarika25nair@gmail.com

Dear **Sarika,**

We are pleased to offer you a full time position at **Grade E2** in which your designation would be **Software Engineer / Test Engineer,** as per the requirement of the business at the time of your joining with **Aricent Technologies (Holdings) Limited**. The value of your annualized Total Compensation (TC)[1] will be INR **350008/-**

Following is the breakup of your TC:

All amounts in INR

	Per Month	Per Year
Basic Salary	10050	
Flexible Benefit Plan [2]	14632	
Provident Fund (Company's Contribution)		14472
Gratuity[4]		6852
Accident and Medical Insurance [5]		4500
Company Incentive Plan [6]**(CIP)**		28000

(1) Subject to deduction of contributions, charges and taxes at source as per the Laws/ Acts of Government of India, as may be applicable from time to time.
(2) Basket of Allowances. Please refer to the policy on Flexible Benefit Plan (FBP) available on Aricent World for FBP components and limits applicable to you.
(3) Company's Contribution. Equal amount will be deducted from the employee's monthly salary as per the Employee's Provident Funds and Miscellaneous Provisions Act, 1952.
(4) As per the Payment of Gratuity Act, 1972
(5) A comprehensive Group Insurance Plan has been taken to cover you under Medical, Personal Accident and Life Insurance programs. The Insurance Premium amount specified is indicative only and change from time to time. This amount varies with the change in actual insurance cost, is market driven and may change.
(6) Actual earnings/ payout is discretionary and will be governed by the Company Incentive Plan (CIP). Please refer to the policy available on Aricent World.

Details about various policies and benefits are given under 'Explanation of various benefits'. Please read and understand these carefully.

The Date of Joining and other relevant details will be separately intimated to you at the above-mentioned Email ID.

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Page 2 of letter of offer to Sarika P T dated MAR 18, 2015

Relocation:

In case of outstation candidates, Aricent will reimburse expenses limited to one way 3rd AC rail-fare or actual, whichever is lower, for you from your current location to your location of work to join Aricent. Please retain a copy of the ticket(s).

If required post completion of training, Aricent will provide you with 10 days complimentary accommodation, while you make your own arrangements. Only outstation candidates will be eligible for availing this facility.

The relocation amount should be claimed within 90 days of your joining Aricent post which you will not be entitled for this claim. Should you voluntarily terminate your services with Aricent before a period of two years from the date of joining, you will be required to return the relocation amount in full to Aricent.

Covenant of Non-Competition: You agree that during your employment and for 6 months thereafter, you will not directly or indirectly represent, be employed by, consult for or otherwise be associated with any other third party in the same capacity for which you are providing services under your employment nor will you be employed by or consult for any customer or supplier of the Company for which you perform work for under your employment without the prior consent of the Company. However Company shall at its sole discretion decide either to allow or disallow you to do so. Furthermore, you agree that you and any individual or entity under your direct or indirect control will not solicit, hire or retain as an employee or independent contractor any employee or former employee of the Company without the prior written consent of an authorized executive officer of the Company.

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Page 3 of letter of offer to Sarika P T dated MAR 18, 2015

As per Company policy, you would be required to sign a standard Non-Disclosure Agreement to protect classified/proprietary information at the time of joining and declarations related to agreement with Aricent Ethics and No Conflict of Interest Policy. On joining the Company you would also be required to re-verify the Security Declaration provided by you in the Employment Application Form.

You will be required to undergo training for a period which will usually vary from 8 to 12 calendar weeks at a facility as deemed appropriated and confirmed by the Company. Successful closure of the training would be based on the assessment of the Company. Incase an employee is not able to meet the expectations of the Company during the training, the Company reserves the right to terminate the services of such an employee without giving any advance notice or salary (Basic + FBP) in lieu thereof.

You will be on probation for a period of nine months from your Date of Joining the Company. You will be deemed to have completed the probation period, subject to:

- The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent, as defined by the Company policy.
- Completion of all prescribed training programs. These programs are aimed at successfully inducting new employees into the organization

Employees who do not complete their probation would not be eligible for promotion, salary increase or incentive payments. Such benefits would be held back till the successful completion of probation.

Your employment with the Company may be terminated after giving a notice of three months or salary (Basic + FBP) in lieu thereof. You are bound to give three months notice before leaving the services of the Company. You will ensure that all your on-going activities are successfully completed and handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary (Basic + FBP) in lieu of such shortened notice period. Should you decide to voluntarily leave the services of the Company or there be a separation by way of dismissal on grounds of indiscipline/ misconduct and/or performance or continued absence from services without sufficient cause or authorization (of which the Company shall be the sole judge) or abandoning your services before completing 21 months from your Date of Joining; the Company reserves the right to recover appropriate training cost as per terms and conditions agreed between Aricent and yourself vide a separate bond agreement. You agree herein that the terms of the bond agreement, though not being repeated herein for the sake of brevity, have been made clear to you and are acceptable to you.

You shall be governed by the Company policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Company policies & processes available on the Company intranet (hereby referred as Aricent World).

The company has the right to transfer you to any of the existing or future office or client locations in India or abroad.

Important: The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

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Page 5 of letter of offer to Sarika P T dated MAR 18, 2015

Explanation of Various Benefits
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Date: MAR 18, 2015

Kavyashree V
330, 3rd Cross, 4th Main, Subhashnagar, Nelamangala,
Bangalore, Karnataka - 562123
Email Id: kavyashreenk0@gmail.com

Dear **Kavyashree,**

We are pleased to offer you a full time position at **Grade E2** in which your designation would be **Software Engineer / Test Engineer,** as per the requirement of the business at the time of your joining with **Aricent Technologies (Holdings) Limited**. The value of your annualized Total Compensation (TC)[1] will be INR **350008/-**

Following is the breakup of your TC:

All amounts in INR

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Page 3 of letter of offer to Kavyashree V dated MAR 18, 2015

As per Company policy, you would be required to sign a standard Non-Disclosure Agreement to protect classified/proprietary information at the time of joining and declarations related to agreement with Aricent Ethics and No Conflict of Interest Policy. On joining the Company you would also be required to re-verify the Security Declaration provided by you in the Employment Application Form.

You will be required to undergo training for a period which will usually vary from 8 to 12 calendar weeks at a facility as deemed appropriated and confirmed by the Company. Successful closure of the training would be based on the assessment of the Company. Incase an employee is not able to meet the expectations of the Company during the training, the Company reserves the right to terminate the services of such an employee without giving any advance notice or salary (Basic + FBP) in lieu thereof.

You will be on probation for a period of nine months from your Date of Joining the Company. You will be deemed to have completed the probation period, subject to:

- The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent, as defined by the Company policy.
- Completion of all prescribed training programs. These programs are aimed at successfully inducting new employees into the organization

Employees who do not complete their probation would not be eligible for promotion, salary increase or incentive payments. Such benefits would be held back till the successful completion of probation.

Your employment with the Company may be terminated after giving a notice of three months or salary (Basic + FBP) in lieu thereof. You are bound to give three months notice before leaving the services of the Company. You will ensure that all your on-going activities are successfully completed and handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary (Basic + FBP) in lieu of such shortened notice period. Should you decide to voluntarily leave the services of the Company or there be a separation by way of dismissal on grounds of indiscipline/ misconduct and/or performance or continued absence from services without sufficient cause or authorization (of which the Company shall be the sole judge) or abandoning your services before completing 21 months from your Date of Joining; the Company reserves the right to recover appropriate training cost as per terms and conditions agreed between Aricent and yourself vide a separate bond agreement. You agree herein that the terms of the bond agreement, though not being repeated herein for the sake of brevity, have been made clear to you and are acceptable to you.

You shall be governed by the Company policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Company policies & processes available on the Company intranet (hereby referred as Aricent World).

The company has the right to transfer you to any of the existing or future office or client locations in India or abroad.

Important: The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

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Aricent Technologies (Holdings) Limited
Registered Office: 5, Jain Mandir Marg (Annexe)
Connaught Place, New Delhi 110001, India
CIN # U65993DL2006PLC149728

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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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Please sign the enclosed copy of this letter to indicate your acceptance of the offer and send this to us within the next seven days.

PS: Please bring the Photocopies of all the Documents below (SELF ATTESTED) (from 1-6) with you, on the day of your joining, for personnel records:

1. 10th/12th Mark Sheet/Certificate
2. Graduation/Post graduation/Diploma/Certifications-All Semester Mark sheet & Degree (as applicable)
3. ID proof With Photograph – Valid Passport/Driver License/Voter ID/Ration Card
4. Relieving & Experience Certificates from all the previous employers(if applicable)
5. Permanent Address Proof
6. PAN Card
7. 2 Passport Size Photographs
8. Date of Birth of Parents, Parents in laws, Spouse & Children

We will be proud to have you as a member of our team to further enhance Aricent's position as the leading software company in the communication sector as well as a Best Employer. Your contact in Talent Acquisition would be **Hari Nandan Sharma (Email id; hari.sharma@aricent.com) Phone No. -0124-4095888 Extension No. 6063)**. Please feel free to get in touch for any questions or assistance that you may need.

Looking forward to your joining the Aricent team.

Yours Sincerely,

Suresh Hariharan
(Director – Talent Acquisition)

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Company Incentive Plan (CIP):
Amount mentioned is target earnings. The actual incentive payable is based on achievement of the performance against pre-defined goals.

Incentive is payable to those employees who are in active service on the disbursement day i.e., November month payroll for the first half (H1) of the financial year and May month payroll for the annual payment. Incentive shall not be payable to employees who have resigned or relieved from the services of the company as on the disbursement date. For employees who join the Company mid-way in the year, their incentive payment would be prorated based on actual number of days worked in the respective period. Please refer to the detailed policy document available in Aricent World upon joining the Company.

Provident Fund (PF): PF is a statutory benefit available to all regular employees of Aricent. Aricent has constituted a Trust for the efficient administration of the scheme. The objective of the scheme is to provide adequate social security (as per Government rules) to the employees after active work life.
Coverage: Automatic on joining Aricent, 12% of the employee's basic pay is contributed to the PF account of the employee maintained by the Trust at Aricent every month. The company will contribute an equivalent amount every month. Out of the Company's contribution, a part of the contribution, subject to a maximum of Rs.541 per month, is payable to Pension Fund maintained by Regional Provident Fund Commissioner (RPFC). However, this ceiling is subject to change as notified by the PF authorities from time to time. Interest will accrue on all accumulations.
Benefits: Accumulations will gather compounded interest annually in the course of membership as per prevailing PF rules. The total accumulations can be withdrawn from the Trust at the time of retirement. You shall be entitled to receive Pension on retirement from the RPF commissioner as per the existing rules. In case of earlier separation, the accumulation in the Aricent PF Trust can be withdrawn or transferred subject to prevailing PF rules at that time. Loans: Employees may apply for loans to the Trust for specified purposes as per PF rules. Both refundable and non-refundable options are available.

Gratuity Scheme: The employee becomes eligible for gratuity benefits under the scheme after completion of five years of employment. The gratuity is equivalent to 15 days of basic salary for each completed year of service (a month means 22 days for the purpose of calculating gratuity). The gratuity is payable on retirement from service or separation from the company or in the event of earlier death. In case of death while in service, the nominee will get gratuity calculated as though the employee had worked with the Company until the retirement age.

Company Lease: Aricent provides for company lease for renting of residential accommodation. The lease amount is adjusted against HRA as declared by an individual. Aricent would pay the security and advance and recover the same from the salary, as per the prevailing Company policy

Working Hours and Holidays: The normal working hours are between 8:30 a.m. to 5:30 p.m., Monday to Friday, with a 45-minute lunch break. There are 9 company holidays per year. The company provides 12 days Casual/Sick Leave (CL) and 15 days Privilege Leave (PL) and 1 day Floating Leave per year (on a pro rata basis depending on number of months worked in the company in a year). Holidays and weekends (or weekly offs) are not counted as leaves. Aricent has a flexible working hours practice.

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Date: DEC 23, 2014

Chethan Kumar S K
 # 659, 12th Cross, 1st Main H.M.T Layout, Nagasandra,
Bangalore Karnataka - 560073
Email Id: chethankumarsk04@gmail.com

Dear **Chethan,**

We are pleased to offer you a full time position at **Grade E2** in which your designation would be **Software Engineer / Test Engineer,** as per the requirement of the business at the time of your joining with **Aricent Technologies (Holdings) Limited.** The value of your annualized Total Compensation (TC)[1] will be INR **350008/-**

Following is the breakup of your TC:

All amounts in INR

	Per Month	Per Year
Basic Salary	10050	
Flexible Benefit Plan [2]	14632	
Provident Fund (Company's Contribution)		14472
Gratuity[4]		6852
Accident and Medical Insurance [5]		4500
Company Incentive Plan [6] (CIP)		28000

(1) Subject to deduction of contributions, charges and taxes at source as per the Laws/ Acts of Government of India, as may be applicable from time to time.
(2) Basket of Allowances. Please refer to the policy on Flexible Benefit Plan (FBP) available on Aricent World for FBP components and limits applicable to you.
(3) Company's Contribution. Equal amount will be deducted from the employee's monthly salary as per the Employee's Provident Funds and Miscellaneous Provisions Act, 1952.
(4) As per the Payment of Gratuity Act, 1972
(5) A comprehensive Group Insurance Plan has been taken to cover you under Medical, Personal Accident and Life Insurance programs. The Insurance Premium amount specified is indicative only and change from time to time. This amount varies with the change in actual insurance cost, is market driven and may change.
(6) Actual earnings/ payout is discretionary and will be governed by the Company Incentive Plan (CIP). Please refer to the policy available on Aricent World.

Details about various policies and benefits are given under 'Explanation of various benefits'. Please read and understand these carefully.

The Date of Joining and other relevant details will be separately intimated to you at the above-mentioned Email ID.

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Page 2 of letter of offer to Chethan Kumar S K dated DEC 23, 2014

Relocation:

In case of outstation candidates, Aricent will reimburse expenses limited to one way 3rd AC rail-fare or actual, whichever is lower, for you from your current location to your location of work to join Aricent. Please retain a copy of the ticket(s).

If required post completion of training, Aricent will provide you with 10 days complimentary accommodation, while you make your own arrangements. Only outstation candidates will be eligible for availing this facility.

The relocation amount should be claimed within 90 days of your joining Aricent post which you will not be entitled for this claim. Should you voluntarily terminate your services with Aricent before a period of two years from the date of joining, you will be required to return the relocation amount in full to Aricent.

Covenant of Non-Competition: You agree that during your employment and for 6 months thereafter, you will not directly or indirectly represent, be employed by, consult for or otherwise be associated with any other third party in the same capacity for which you are providing services under your employment nor will you be employed by or consult for any customer or supplier of the Company for which you perform work for under your employment without the prior consent of the Company. However Company shall at its sole discretion decide either to allow or disallow you to do so. Furthermore, you agree that you and any individual or entity under your direct or indirect control will not solicit, hire or retain as an employee or independent contractor any employee or former employee of the Company without the prior written consent of an authorized executive officer of the Company.

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Suresh Hariharan
(Director – Talent Acquisition)

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Page 5 of letter of offer to Chethan Kumar S K dated DEC 23, 2014

Explanation of Various Benefits
This section gives details of the various benefit schemes at Aricent and the way they are administered. Coverage under any of these plans may be subject to certain requirements or limitations. This information cannot be used to modify any coverage that is listed in separate insurance documents, policies, trust deeds, etc. In all cases, the provisions of these documents and policies and letter of offer (and subsequent changes) would apply. The company reserves the right to amend any compensation plan or information given in this section without prior notice. Please talk to your respective Human Resources representative for further assistance.

Flexible Benefit Plan (FBP): Under the Flexible Benefit Plan (FBP), you can choose the amount allocated to one or more of the following benefits each year (with in the limit of your FBP) based on your personal needs. Alternatively you can take the entire amount as a taxable salary. FBP is subject to Income Tax as per prevailing Government rules and regulations.

- House Rent Allowance (HRA)/ Rent Free Accommodation (RFA)
- Medical Expenses (other than medical insurance)
- Leave Travel Allowance (LTA)
- Additional purchase of Medical Insurance
- Professional Development Allowance
- Telephone reimbursement
- National Pension Scheme
- Children education/ hostel allowance
- Vehicle Lease Plan
- Conveyance Allowance
- Meal Pass
- Fuel & driver expenses reimbursement
- Club Membership expenses (Reimbursement)

Finance would announce dates (each quarter) when the original proof of above expenses can be submitted. The adjustment of Income Tax would be done based on the prevailing Income Tax laws from time to time. Please note that the income tax treatment related to any of the elements of the FBP could change based on the emerging/changing legal provisions applicable. Finally, you are advised to read the FBP policy on Aricent World in detail on joining.

Insurance:
Medical Insurance for Self & Family -Aricent provides comprehensive medical insurance benefit to the employee, spouse and children of the employee. In addition to this, there is an attractive plan to cover the parents and/or parent-in-laws sponsored by the employee. The company provides subsidy based on the longevity of the employee with Aricent.. As you can appreciate, this benefit is of significant value since the commercial value of insurance benefit is much higher. Please refer to the details in the Group Medical Insurance Policy on Aricent World on joining.

New employees will be required to submit a declaration for the same on the date of joining or within fifteen working days from Date of Joining.

Personal Accident & Life Insurance -Aricent also provides an attractive plan for covering the employee (only self) for personal accident & life insurance. Please refer to the details in the Policy on Personal Accident & Life Insurance on Aricent World on joining.

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Date: DEC 23, 2014

Sandeep Singh Yadav
House No. 13 Village And Post Office Kotia,
Mahendragarh Haryana - 123027
Email Id: sandeep.singh9712@gmail.com

Dear **Sandeep,**

We are pleased to offer you a full time position at **Grade E2** in which your designation would be **Software Engineer / Test Engineer,** as per the requirement of the business at the time of your joining with **Aricent Technologies (Holdings) Limited**. The value of your annualized Total Compensation (TC)[1] will be INR **350008/-**

Following is the breakup of your TC:

All amounts in INR

	Per Month	Per Year
Basic Salary	10050	
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Page 2 of letter of offer to Sandeep Singh Yadav dated DEC 23, 2014

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In case of outstation candidates, Aricent will reimburse expenses limited to one way 3rd AC rail-fare or actual, whichever is lower, for you from your current location to your location of work to join Aricent. Please retain a copy of the ticket(s).

If required post completion of training, Aricent will provide you with 10 days complimentary accommodation, while you make your own arrangements. Only outstation candidates will be eligible for availing this facility.

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Page 3 of letter of offer to Sandeep Singh Yadav dated DEC 23, 2014

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You will be required to undergo training for a period which will usually vary from 8 to 12 calendar weeks at a facility as deemed appropriated and confirmed by the Company. Successful closure of the training would be based on the assessment of the Company. Incase an employee is not able to meet the expectations of the Company during the training, the Company reserves the right to terminate the services of such an employee without giving any advance notice or salary (Basic + FBP) in lieu thereof

You will be on probation for a period of nine months from your Date of Joining the Company. You will be deemed to have completed the probation period, subject to:

- The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent, as defined by the Company policy.
- Completion of all prescribed training programs. These programs are aimed at successfully inducting new employees into the organization

Employees who do not complete their probation would not be eligible for promotion, salary increase or incentive payments. Such benefits would be held back till the successful completion of probation.

Your employment with the Company may be terminated after giving a notice of three months or salary (Basic + FBP) in lieu thereof. You are bound to give three months notice before leaving the services of the Company. You will ensure that all your on-going activities are successfully completed and handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary (Basic + FBP) in lieu of such shortened notice period. Should you decide to voluntarily leave the services of the Company or there be a separation by way of dismissal on grounds of indiscipline/ misconduct and/or performance or continued absence from services without sufficient cause or authorization (of which the Company shall be the sole judge) or abandoning your services before completing 21 months from your Date of Joining; the Company reserves the right to recover appropriate training cost as per terms and conditions agreed between Aricent and yourself vide a separate bond agreement. You agree herein that the terms of the bond agreement, though not being repeated herein for the sake of brevity, have been made clear to you and are acceptable to you.

You shall be governed by the Company policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Company policies & processes available on the Company intranet (hereby referred as Aricent World).

The company has the right to transfer you to any of the existing or future office or client locations in India or abroad.

Important: The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

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Aricent Technologies (Holdings) Limited
Registered Office: 5, Jain Mandir Marg (Annexe)
Connaught Place, New Delhi 110001, India
CIN # U65993DL2006PLC149725

Engineering excellence **Sourced.**

Principal
Sapthagiri College of Engineering
14.5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

Aricent

Please sign the enclosed copy of this letter to indicate your acceptance of the offer and send this to us within the next seven days.

PS: Please bring the Photocopies of all the Documents below (SELF ATTESTED) (from 1-8) with you, on the day of your joining, for personnel records:

1. 10th/12th Mark Sheet/Certificate
2. Graduation/Post graduation/Diploma/Certifications-All Semester Mark sheet & Degree (as applicable)
3. ID proof With Photograph – Valid Passport/Driver License/Voter ID/Ration Card
4. Relieving & Experience Certificates from all the previous employers(if applicable)
5. Permanent Address Proof
6. PAN Card
7. 2 Passport Size Photographs
8. Date of Birth of Parents, Parents in laws, Spouse & Children

We will be proud to have you as a member of our team to further enhance Aricent's position as the leading software company in the communication sector as well as a Best Employer. Your contact in Talent Acquisition would be **Hari Nandan Sharma (Email id; hari.sharma@aricent.com) Phone No. -0124-4095888 Extension No. 6063).** Please feel free to get in touch for any questions or assistance that you may need.

Looking forward to your joining the Aricent team.

Yours Sincerely,

Suresh Hariharan
(Director – Talent Acquisition)

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Explanation of Various Benefits
This section gives details of the various benefit schemes at Aricent and the way they are administered. Coverage under any of these plans may be subject to certain requirements or limitations. This information cannot be used to modify any coverage that is listed in separate insurance documents, policies, trust deeds, etc. In all cases, the provisions of these documents and policies and letter of offer (and subsequent changes) would apply. The company reserves the right to amend any compensation plan or information given in this section without prior notice. Please talk to your respective Human Resources representative for further assistance.

Flexible Benefit Plan (FBP): Under the Flexible Benefit Plan (FBP), you can choose the amount allocated to one or more of the following benefits each year (with in the limit of your FBP) based on your personal needs. Alternatively you can take the entire amount as a taxable salary. FBP is subject to Income Tax as per prevailing Government rules and regulations.

- House Rent Allowance (HRA)/ Rent Free Accommodation (RFA)
- Medical Expenses (other than medical insurance)
- Leave Travel Allowance (LTA)
- Additional purchase of Medical Insurance
- Professional Development Allowance
- Telephone reimbursement
- National Pension Scheme
- Children education/ hostel allowance
- Vehicle Lease Plan
- Conveyance Allowance
- Meal Pass
- Fuel & driver expenses reimbursement
- Club Membership expenses (Reimbursement)

Finance would announce dates (each quarter) when the original proof of above expenses can be submitted. The adjustment of Income Tax would be done based on the prevailing Income Tax laws from time to time. Please note that the income tax treatment related to any of the elements of the FBP could change based on the emerging/changing legal provisions applicable. Finally, you are advised to read the FBP policy on Aricent World in detail on joining.

Insurance:
Medical Insurance for Self & Family -Aricent provides comprehensive medical insurance benefit to the employee, spouse and children of the employee. In addition to this, there is an attractive plan to cover the parents and/or parent-in-laws sponsored by the employee. The company provides subsidy based on the longevity of the employee with Aricent.. As you can appreciate, this benefit is of significant value since the commercial value of insurance benefit is much higher. Please refer to the details in the Group Medical Insurance Policy on Aricent World on joining.

New employees will be required to submit a declaration for the same on the date of joining or within fifteen working days from Date of Joining.

Personal Accident & Life Insurance -Aricent also provides an attractive plan for covering the employee (only self) for personal accident & life insurance. Please refer to the details in the Policy on Personal Accident & Life Insurance on Aricent World on joining.

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Page 6 of letter of offer to Sandeep Singh Yadav dated DEC 23, 2014

Company Incentive Plan (CIP):
Amount mentioned is target earnings. The actual incentive payable is based on achievement of the performance against pre-defined goals.

Incentive is payable to those employees who are in active service on the disbursement day i.e., November month payroll for the first half (H1) of the financial year and May month payroll for the annual payment. Incentive shall not be payable to employees who have resigned or relieved from the services of the company as on the disbursement date. For employees who join the Company mid-way in the year, their incentive payment would be prorated based on actual number of days worked in the respective period. Please refer to the detailed policy document available in Aricent World upon joining the Company.

Provident Fund (PF): PF is a statutory benefit available to all regular employees of Aricent. Aricent has constituted a Trust for the efficient administration of the scheme. The objective of the scheme is to provide adequate social security (as per Government rules) to the employees after active work life.
Coverage: Automatic on joining Aricent, 12% of the employee's basic pay is contributed to the PF account of the employee maintained by the Trust at Aricent every month. The company will contribute an equivalent amount every month. Out of the Company's contribution, a part of the contribution, subject to a maximum of Rs.541 per month, is payable to Pension Fund maintained by Regional Provident Fund Commissioner (RPFC). However, this ceiling is subject to change as notified by the PF authorities from time to time. Interest will accrue on all accumulations.
Benefits: Accumulations will gather compounded interest annually in the course of membership as per prevailing PF rules. The total accumulations can be withdrawn from the Trust at the time of retirement. You shall be entitled to receive Pension on retirement from the RPF commissioner as per the existing rules. In case of earlier separation, the accumulation in the Aricent PF Trust can be withdrawn or transferred subject to prevailing PF rules at that time. Loans: Employees may apply for loans to the Trust for specified purposes as per PF rules. Both refundable and non-refundable options are available.

Gratuity Scheme: The employee becomes eligible for gratuity benefits under the scheme after completion of five years of employment. The gratuity is equivalent to 15 days of basic salary for each completed year of service (a month means 22 days for the purpose of calculating gratuity). The gratuity is payable on retirement from service or separation from the company or in the event of earlier death. In case of death while in service, the nominee will get gratuity calculated as though the employee had worked with the Company until the retirement age.

Company Lease: Aricent provides for company lease for renting of residential accommodation. The lease amount is adjusted against HRA as declared by an individual. Aricent would pay the security and advance and recover the same from the salary, as per the prevailing Company policy.

Working Hours and Holidays: The normal working hours are between 8 30 a.m. to 5:30 p.m., Monday to Friday, with a 45-minute lunch break. There are 9 company holidays per year. The company provides 12 days Casual/Sick Leave (CL) and 15 days Privilege Leave (PL) and 1 day Floating Leave per year (on a pro rata basis depending on number of months worked in the company in a year). Holidays and weekends (or weekly offs) are not counted as leaves. Aricent has a flexible working hours practice.

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CIN # U65993DL2006PLC149728

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Acceptance Letter: Kindly mail it back to us

Date: DEC 23, 2014

Naveen K V.
1109, 3rd Main, 2nd Block BEL Layout, Vidyaranyapura,
Bangalore Karnataka - 560097
Email Id: naveen757567@gmail.com

Dear Naveen,

We are pleased to offer you a full time position at Grade E2 in which your designation would be Software Engineer . Test Engineer, as per the requirement of the business at the time of your joining with Aricent Technologies (Holdings) Limited. The value of your annualized Total Compensation (TC)[1] will be INR 350008/-

Following is the breakup of your TC:

All amounts in INR

	Per Month	Per Year
Basic Salary	10050	
Flexible Benefit Plan [2]	14632	
Provident Fund (Company's Contribution)		14472
Gratuity [4]		6852
Accident and Medical Insurance [5]		4500
Company Incentive Plan [6](CIP)		28000

(1) Subject to deduction of contributions, charges and taxes at source as per the Laws/ Acts of Government of India, as may be applicable from time to time.
(2) Basket of Allowances. Please refer to the policy on Flexible Benefit Plan (FBP) available on Aricent World for FBP components and limits applicable to you.
(3) Company's Contribution. Equal amount will be deducted from the employee's monthly salary as per the Employee's Provident Funds and Miscellaneous Provisions Act, 1952.
(4) As per the Payment of Gratuity Act, 1972
(5) A comprehensive Group Insurance Plan has been taken to cover you under Medical, Personal Accident and Life Insurance programs. The Insurance Premium amount specified is indicative only and change from time to time. This amount varies with the change in actual insurance cost, is market driven and may change.
(6) Actual earnings/ payout is discretionary and will be governed by the Company Incentive Plan (CIP). Please refer to the policy available on Aricent World.

Details about various policies and benefits are given under 'Explanation of various benefits'. Please read and understand these carefully.

The Date of Joining and other relevant details will be separately intimated to you at the above-mentioned Email ID

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Page 2 of letter of offer to Naveen K. V. dated DEC 23, 2014

Relocation:

In case of outstation candidates, Aricent will reimburse expenses limited to one way 3rd AC rail-fare or actual, whichever is lower, for you from your current location to your location of work to join Aricent. Please retain a copy of the ticket(s).

If required post completion of training, Aricent will provide you with 10 days complimentary accommodation, while you make your own arrangements. Only outstation candidates will be eligible for availing this facility.

The relocation amount should be claimed within 90 days of your joining Aricent post which you will not be entitled for this claim. Should you voluntarily terminate your services with Aricent before a period of two years from the date of joining, you will be required to return the relocation amount in full to Aricent.

Covenant of Non-Competition: You agree that during your employment and for 6 months thereafter, you will not directly or indirectly represent, be employed by, consult for or otherwise be associated with any other third party in the same capacity for which you are providing services under your employment nor will you be employed by or consult for any customer or supplier of the Company for which you perform work for under your employment without the prior consent of the Company. However Company shall at its sole discretion decide either to allow or disallow you to do so. Furthermore, you agree that you and any individual or entity under your direct or indirect control will not solicit, hire or retain as an employee or independent contractor any employee or former employee of the Company without the prior written consent of an authorized executive officer of the Company.

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As per Company policy, you would be required to sign a standard Non-Disclosure Agreement to protect classified/proprietary information at the time of joining and declarations related to agreement with Aricent Ethics and No Conflict of Interest Policy. On joining the Company you would also be required to re-verify the Security Declaration provided by you in the Employment Application Form

You will be required to undergo training for a period which will usually vary from 8 to 12 calendar weeks at a facility as deemed appropriated and confirmed by the Company. Successful closure of the training would be based on the assessment of the Company. Incase an employee is not able to meet the expectations of the Company during the training, the Company reserves the right to terminate the services of such an employee without giving any advance notice or salary (Basic + FBP) in lieu thereof.

You will be on probation for a period of nine months from your Date of Joining the Company. You will be deemed to have completed the probation period, subject to:

- The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent, as defined by the Company policy.
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You shall be governed by the Company policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Company policies & processes available on the Company intranet (hereby referred as Aricent World).

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Page 4 of letter of offer to Naveen K. V. dated DEC 23, 2014

Please sign the enclosed copy of this letter to indicate your acceptance of the offer and send this to us within the next seven days.

PS: Please bring the Photocopies of all the Documents below (SELF ATTESTED) (from 1-6) with you, on the day of your joining, for personnel records:

1. 10th/12th Mark Sheet/Certificate
2. Graduation/Post graduation/Diploma/Certifications-All Semester Mark sheet & Degree (as applicable)
3. ID proof With Photograph – Valid Passport/Driver License/Voter ID/Ration Card
4. Relieving & Experience Certificates from all the previous employers(if applicable)
5. Permanent Address Proof
6. PAN Card
7. 2 Passport Size Photographs
8. Date of Birth of Parents, Parents in laws, Spouse & Children

We will be proud to have you as a member of our team to further enhance Aricent's position as the leading software company in the communication sector as well as a Best Employer. Your contact in Talent Acquisition would be **Hari Nandan Sharma (Email id; hari.sharma@aricent.com) Phone No. -0-24-4095888 Extension No. 6063)**. Please feel free to get in touch for any questions or assistance that you may need.

Looking forward to your joining the Aricent team.

Yours Sincerely,

Suresh Hariharan
(Director – Talent Acquisition)

TO: Aricent Technologies (Holdings) Ltd.
I agree to the above terms and conditions and hereby accept the offer from Aricent.

Signatures Name: Naveen K. V. Date: 16-Jan-2015

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Company Incentive Plan (CIP):
Amount mentioned is target earnings. The actual incentive payable is based on achievement of the performance against pre-defined goals.

Incentive is payable to those employees who are in active service on the disbursement day i.e., November month payroll for the first half (H1) of the financial year and May month payroll for the annual payment. Incentive shall not be payable to employees who have resigned or relieved from the services of the company as on the disbursement date. For employees who join the Company mid-way in the year, their incentive payment would be prorated based on actual number of days worked in the respective period. Please refer to the detailed policy document available in Aricent World upon joining the Company.

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Coverage: Automatic on joining Aricent, 12% of the employee's basic pay is contributed to the PF account of the employee maintained by the Trust at Aricent every month. The company will contribute an equivalent amount every month. Out of the Company's contribution, a part of the contribution, subject to a maximum of Rs.541 per month, is payable to Pension Fund maintained by Regional Provident Fund Commissioner (RPFC). However, this ceiling is subject to change as notified by the PF authorities from time to time. Interest will accrue on all accumulations.
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Working Hours and Holidays: The normal working hours are between 9:30 a.m. to 5:30 p.m., Monday to Friday, with a 45-minute lunch break. There are 9 company holidays per year. The company provides 12 days Casual/Sick Leave (CL) and 15 days Privilege Leave (PL) and 1 day Floating Leave per year (on a pro rata basis depending on number of months worked in the company in a year). Holidays and weekends (or weekly offs) are not counted as leaves. Aricent has a flexible working hours practice.

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Date: DEC 23, 2014

Rachana Ramachandran
 # 12, "Ramyam" 3rd Main, 9th Cross Chinnappa Garden, Benzon Town,
Bangalore Karnataka - 560046
Email Id: ramachandranrachana19@gmail.com

Dear **Rachana,**

We are pleased to offer you a full time position at **Grade E2** in which your designation would be **Software Engineer / Test Engineer,** as per the requirement of the business at the time of your joining with **Aricent Technologies (Holdings) Limited**. The value of your annualized Total Compensation (TC)[1] will be INR 350008/-

Following is the breakup of your TC:

All amounts in INR

	Per Month	Per Year
Basic Salary	10050	
Flexible Benefit Plan[2]	14632	
Provident Fund (Company's Contribution)		14472
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(1) Subject to deductions of contributions, charges and taxes at source as per the Laws/ Acts of Government of India, as may be applicable from time to time.
(2) Basket of Allowances. Please refer to the policy on Flexible Benefit Plan (FBP) available on Aricent World for FBP components and limits applicable to you.
(3) Company's Contribution. Equal amount will be deducted from the employee's monthly salary as per the Employee's Provident Funds and Miscellaneous Provisions Act, 1952.
(4) As per the Payment of Gratuity Act, 1972
(5) A comprehensive Group Insurance Plan has been taken to cover you under Medical, Personal Accident and Life Insurance programs. The Insurance Premium amount specified is indicative only and change from time to time. This amount varies with the change in actual insurance cost, is market driven and may change.
(6) Actual earnings, payout is discretionary and will be governed by the Company Incentive Plan (CIP). Please refer to the policy available on Aricent World.

Details about various policies and benefits are given under 'Explanation of various benefits'. Please read and understand these carefully.

The Date of Joining and other relevant details will be separately intimated to you at the above-mentioned Email ID.

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Page 2 of letter of offer to Rachana Ramachandran dated DEC 23, 2014

Relocation:

In case of outstation candidates, Aricent will reimburse expenses limited to one way 3rd AC rail-fare or actual, whichever is lower, for you from your current location to your location of work to join Aricent. Please retain a copy of the ticket(s).

If required post completion of training, Aricent will provide you with 10 days complimentary accommodation, while you make your own arrangements. Only outstation candidates will be eligible for availing this facility.

The relocation amount should be claimed within 90 days of your joining Aricent post which you will not be entitled for this claim. Should you voluntarily terminate your services with Aricent before a period of two years from the date of joining, you will be required to return the relocation amount in full to Aricent.

Covenant of Non-Competition: You agree that during your employment and for 6 months thereafter, you will not directly or indirectly represent, be employed by, consult for or otherwise be associated with any other third party in the same capacity for which you are providing services under your employment nor will you be employed by or consult for any customer or supplier of the Company for which you perform work for under your employment without the prior consent of the Company. However Company shall at its sole discretion decide either to allow or disallow you to do so. Furthermore, you agree that you and any individual or entity under your direct or indirect control will not solicit, hire or retain as an employee or independent contractor any employee or former employee of the Company without the prior written consent of an authorized executive officer of the Company.

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Page 3 of letter of offer to Rachana Ramachandran dated DEC 23, 2014

As per Company policy, you would be required to sign a standard Non-Disclosure Agreement to protect classified/proprietary information at the time of joining and declarations related to agreement with Aricent Ethics and No Conflict of Interest Policy. On joining the Company you would also be required to re-verify the Security Declaration provided by you in the Employment Application Form.

You will be required to undergo training for a period which will usually vary from 8 to 12 calendar weeks at a facility as deemed appropriated and confirmed by the Company. Successful closure of the training would be based on the assessment of the Company. Incase an employee is not able to meet the expectations of the Company during the training, the Company reserves the right to terminate the services of such an employee without giving any advance notice or salary (Basic + FBP) in lieu thereof.

You will be on probation for a period of nine months from your Date of Joining the Company. You will be deemed to have completed the probation period, subject to:

- The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent, as defined by the Company policy.
- Completion of all prescribed training programs. These programs are aimed at successfully inducting new employees into the organization

Employees who do not complete their probation would not be eligible for promotion, salary increase or incentive payments. Such benefits would be held back till the successful completion of probation.

Your employment with the Company may be terminated after giving a notice of three months or salary (Basic + FBP) in lieu thereof. You are bound to give three months notice before leaving the services of the Company. You will ensure that all your on-going activities are successfully completed and handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary (Basic + FBP) in lieu of such shortened notice period. Should you decide to voluntarily leave the services of the Company or there be a separation by way of dismissal on grounds of indiscipline/ misconduct and/or performance or continued absence from services without sufficient cause or authorization (of which the Company shall be the sole judge) or abandoning your services before completing 21 months from your Date of Joining, the Company reserves the right to recover appropriate training cost as per terms and conditions agreed between Aricent and yourself vide a separate bond agreement. You agree herein that the terms of the bond agreement, though not being repeated herein for the sake of brevity, have been made clear to you and are acceptable to you.

You shall be governed by the Company policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Company policies & processes available on the Company intranet (hereby referred as Aricent World).

The company has the right to transfer you to any of the existing or future office or client locations in India or abroad.

Important: The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

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Connaught Place, New Delhi 110001, India
CIN # U65993DL2006PLC149728

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Please sign the enclosed copy of this letter to indicate your acceptance of the offer and send this to us within the next seven days.

PS: Please bring the Photocopies of all the Documents below (SELF ATTESTED) (from 1-6) with you, on the day of your joining, for personnel records:

1. 10th/12th Mark Sheet/Certificate
2. Graduation/Post graduation/Diploma/Certifications-All Semester Mark sheet & Degree (as applicable)
3. ID proof With Photograph – Valid Passport/Driver License/Voter ID/Ration Card
4. Relieving & Experience Certificates from all the previous employers(if applicable)
5. Permanent Address Proof
6. PAN Card
7. 2 Passport Size Photographs
8. Date of Birth of Parents, Parents in laws, Spouse & Children

We will be proud to have you as a member of our team to further enhance Aricent's position as the leading software company in the communication sector as well as a Best Employer. Your contact in Talent Acquisition would be **Hari Nardan Sharma (Email id; hari.sharma@aricent.com) Phone No. -0124-4095888 Extension No. 6063)**. Please feel free to get in touch for any questions or assistance that you may need.

Looking forward to your joining the Aricent team.

Yours Sincerely,

Suresh Hariharan
(Director – Talent Acquisition)

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Page 5 of letter of offer to Rachana Ramachandran dated DEC 23, 2014

Explanation of Various Benefits
This section gives details of the various benefit schemes at Aricent and the way they are administered. Coverage under any of these plans may be subject to certain requirements or limitations. This information cannot be used to modify any coverage that is listed in separate insurance documents, policies, trust deeds, etc. In all cases, the provisions of these documents and policies and letter of offer (and subsequent changes) would apply. The company reserves the right to amend any compensation plan or information given in this section without prior notice. Please talk to your respective Human Resources representative for further assistance.

Flexible Benefit Plan (FBP): Under the Flexible Benefit Plan (FBP), you can choose the amount allocated to one or more of the following benefits each year (with in the limit of your FBP) based on your personal needs. Alternatively you can take the entire amount as a taxable salary. FBP is subject to Income Tax as per prevailing Government rules and regulations.

- House Rent Allowance (HRA)/ Rent Free Accommodation (RFA)
- Medical Expenses (other than medical insurance)
- Leave Travel Allowance (LTA)
- Additional purchase of Medical Insurance
- Professional Development Allowance
- Telephone reimbursement
- National Pension Scheme
- Children education' hostel allowance
- Vehicle Lease Plan
- Conveyance Allowance
- Meal Pass
- Fuel & driver expenses reimbursement
- Club Membership expenses (Reimbursement)

Finance would announce dates (each quarter) when the original proof of above expenses can be submitted. The adjustment of Income Tax would be done based on the prevailing Income Tax laws from time to time. Please note that the income tax treatment related to any of the elements of the FBP could change based on the emerging/changing legal provisions applicable. Finally, you are advised to read the FBP policy on Aricent World in detail on joining.

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Medical Insurance for Self & Family -Aricent provides comprehensive medical insurance benefit to the employee, spouse and children of the employee. In addition to this, there is an attractive plan to cover the parents and/or parent-in-laws sponsored by the employee. The company provides subsidy based on the longevity of the employee with Aricent.. As you can appreciate, this benefit is of significant value since the commercial value of insurance benefit is much higher. Please refer to the details in the Group Medical Insurance Policy on Aricent World on joining.

New employees will be required to submit a declaration for the same on the date of joining or within fifteen working days from Date of Joining.

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Company Incentive Plan (CIP):
Amount mentioned is target earnings. The actual incentive payable is based on achievement of the performance against pre-defined goals.

Incentive is payable to those employees who are in active service on the disbursement day i.e., November month payroll for the first half (H1) of the financial year and May month payroll for the annual payment. Incentive shall not be payable to employees who have resigned or relieved from the services of the company as on the disbursement date. For employees who join the Company mid-way in the year, their incentive payment would be prorated based on actual number of days worked in the respective period. Please refer to the detailed policy document available in Aricent World upon joining the Company.

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Coverage: Automatic on joining Aricent, 12% of the employee's basic pay is contributed to the PF account of the employee maintained by the Trust at Aricent every month. The company will contribute an equivalent amount every month. Out of the Company's contribution, a part of the contribution, subject to a maximum of Rs.541 per month, is payable to Pension Fund maintained by Regional Provident Fund Commissioner (RPFC). However, this ceiling is subject to change as notified by the PF authorities from time to time. Interest will accrue on all accumulations.
Benefits: Accumulations will gather compounded interest annually in the course of membership as per prevailing PF rules. The total accumulations can be withdrawn from the Trust at the time of retirement. You shall be entitled to receive Pension on retirement from the RPF commissioner as per the existing rules. In case of earlier separation, the accumulation in the Aricent PF Trust can be withdrawn or transferred subject to prevailing PF rules at that time. Loans: Employees may apply for loans to the Trust for specified purposes as per PF rules. Both refundable and non-refundable options are available.

Gratuity Scheme: The employee becomes eligible for gratuity benefits under the scheme after completion of five years of employment. The gratuity is equivalent to 15 days of basic salary for each completed year of service (a month means 22 days for the purpose of calculating gratuity). The gratuity is payable on retirement from service or separation from the company or in the event of earlier death. In case of death while in service, the nominee will get gratuity calculated as though the employee had worked with the Company until the retirement age.

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CIN # U65993DL2006PLC149728

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Acceptance Letter: Kindly mail it back to us

Date: DEC 23, 2014

Puneeth S
 # 20, Narahari Krupa Nilaya Chokkasandra, T-Dasarahalli,
Bangalore Karnataka - 560057
Email Id: puneeth.gost@gmail.com

Dear **Puneeth,**

We are pleased to offer you a full time position at **Grade E2** in which your designation would be **Software Engineer / Test Engineer,** as per the requirement of the business at the time of your joining with **Aricent Technologies (Holdings) Limited**. The value of your annualized Total Compensation (TC)[1] will be INR **350008/-**

Following is the breakup of your TC:

All amounts in INR

	Per Month	Per Year
Basic Salary	10050	
Flexible Benefit Plan [2]	14632	
Provident Fund (Company's Contribution)		14472
Gratuity[4]		6852
Accident and Medical Insurance [5]		4500
Company Incentive Plan [6]**(CIP)**		28000

(1) Subject to deduction of contributions, charges and taxes at source as per the Laws/ Acts of Government of India, as may be applicable from time to time.
(2) Basket of Allowances. Please refer to the policy on Flexible Benefit Plan (FBP) available on Aricent World for FBP components and limits applicable to you.
(3) Company's Contribution. Equal amount will be deducted from the employee's monthly salary as per the Employee's Provident Funds and Miscellaneous Provisions Act, 1952.
(4) As per the Payment of Gratuity Act, 1972
(5) A comprehensive Group Insurance Plan has been taken to cover you under Medical, Personal Accident and Life Insurance programs. The Insurance Premium amount specified is indicative only and change from time to time. This amount varies with the change in actual insurance cost, is market driven and may change.
(6) Actual earnings/ payout is discretionary and will be governed by the Company Incentive Plan (CIP). Please refer to the policy available on Aricent World.

Details about various policies and benefits are given under 'Explanation of various benefits'. Please read and understand these carefully.

The Date of Joining and other relevant details will be separately intimated to you at the above-mentioned Email ID.

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Page 2 of letter of offer to Puneeth S dated DEC 23, 2014

Relocation:

In case of outstation candidates, Aricent will reimburse expenses limited to one way 3rd AC rail-fare or actual, whichever is lower, for you from your current location to your location of work to join Aricent. Please retain a copy of the ticket(s).

If required post completion of training, Aricent will provide you with 10 days complimentary accommodation, while you make your own arrangements. Only outstation candidates will be eligible for availing this facility.

The relocation amount should be claimed within 90 days of your joining Aricent post which you will not be entitled for this claim. Should you voluntarily terminate your services with Aricent before a period of two years from the date of joining, you will be required to return the relocation amount in full to Aricent.

Covenant of Non-Competition: You agree that during your employment and for 6 months thereafter, you will not directly or indirectly represent, be employed by, consult for or otherwise be associated with any other third party in the same capacity for which you are providing services under your employment nor will you be employed by or consult for any customer or supplier of the Company for which you perform work for under your employment without the prior consent of the Company. However Company shall at its sole discretion decide either to allow or disallow you to do so. Furthermore, you agree that you and any individual or entity under your direct or indirect control will not solicit, hire or retain as an employee or independent contractor any employee or former employee of the Company without the prior written consent of an authorized executive officer of the Company.

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Page 3 of letter of offer to Puneeth S dated DEC 23, 2014

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Bengaluru - 560 057

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Please sign the enclosed copy of this letter to indicate your acceptance of the offer and send this to us within the next seven days.

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Looking forward to your joining the Aricent team.

Yours Sincerely,

Suresh Harihanen
(Director – Talent Acquisition)

TO: Aricent Technologies (Holdings) Ltd.
I agree to the above terms and conditions and hereby accept the offer from Aricent.

Signatures: Name: Puneeth S Date: 27/01/2015

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Page 5 of letter of offer to Puneeth S dated DEC 23, 2014

Explanation of Various Benefits
This section gives details of the various benefit schemes at Aricent and the way they are administered. Coverage under any of these plans may be subject to certain requirements or limitations. This information cannot be used to modify any coverage that is listed in separate insurance documents, policies, trust deeds, etc. In all cases, the provisions of these documents and policies and letter of offer (and subsequent changes) would apply. The company reserves the right to amend any compensation plan or information given in this section without prior notice. Please talk to your respective Human Resources representative for further assistance.

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Company Incentive Plan (CIP):
Amount mentioned is target earnings. The actual incentive payable is based on achievement of the performance against pre-defined goals.

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Date: DEC 23, 2014

Gnaneshwari G
No 31, 2nd Cross, Saibabanagar Srirampuram,
Bangalore Karnataka - 560021
Email Id: gnani.gururai@gmail.com

Dear **Gnaneshwari,**

We are pleased to offer you a full time position at **Grade E2** in which your designation would be **Software Engineer / Test Engineer,** as per the requirement of the business at the time of your joining with **Aricent Technologies (Holdings) Limited**. The value of your annualized Total Compensation (TC) [1] will be INR **350008/-**

Following is the breakup of your TC:

All amounts in INR

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Company Incentive Plan [6](CIP)		28000

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The Date of Joining and other relevant details will be separately intimated to you at the above-mentioned Email ID.

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Page 2 of letter of offer to Gnaneshwari G dated DEC 23, 2014

Relocation:

In case of outstation candidates, Aricent will reimburse expenses limited to one way 3rd AC rail-fare or actual, whichever is lower, for you from your current location to your location of work to join Aricent. Please retain a copy of the ticket(s).

If required post completion of training, Aricent will provide you with 10 days complimentary accommodation, while you make your own arrangements. Only outstation candidates will be eligible for availing this facility.

The relocation amount should be claimed within 90 days of your joining Aricent post which you will not be entitled for this claim. Should you voluntarily terminate your services with Aricent before a period of two years from the date of joining, you will be required to return the relocation amount in full to Aricent.

Covenant of Non-Competition: You agree that during your employment and for 6 months thereafter, you will not directly or indirectly represent, be employed by, consult for or otherwise be associated with any other third party in the same capacity for which you are providing services under your employment nor will you be employed by or consult for any customer or supplier of the Company for which you perform work for under your employment without the prior consent of the Company. However Company shall at its sole discretion decide either to allow or disallow you to do so. Furthermore, you agree that you and any individual or entity under your direct or indirect control will not solicit, hire or retain as an employee or independent contractor any employee or former employee of the Company without the prior written consent of an authorized executive officer of the Company.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
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info@aricent.com

Aricent Technologies (Holdings) Limited
Registered Office: 5, Jain Mandir Marg (Atma Ram)
Connaught Place, New Delhi 110001, India
CIN # U55993DL2006PLC149728

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Page 3 of letter of offer to Gnaneshwari G dated DEC 23, 2014

As per Company policy, you would be required to sign a standard Non-Disclosure Agreement to protect classified/proprietary information at the time of joining and declarations related to agreement with Aricent Ethics and No Conflict of Interest Policy. On joining the Company you would also be required to re-verify the Security Declaration provided by you in the Employment Application Form.

You will be required to undergo training for a period which will usually vary from 8 to 12 calendar weeks at a facility as deemed appropriated and confirmed by the Company. Successful closure of the training would be based on the assessment of the Company. Incase an employee is not able to meet the expectations of the Company during the training, the Company reserves the right to terminate the services of such an employee without giving any advance notice or salary (Basic + FBP) in lieu thereof.

You will be on probation for a period of nine months from your Date of Joining the Company. You will be deemed to have completed the probation period, subject to:

- The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent, as defined by the Company policy.
- Completion of all prescribed training programs. These programs are aimed at successfully inducting new employees into the organization

Employees who do not complete their probation would not be eligible for promotion, salary increase or incentive payments. Such benefits would be held back till the successful completion of probation.

Your employment with the Company may be terminated after giving a notice of three months or salary (Basic + FBP) in lieu thereof. You are bound to give three months notice before leaving the services of the Company. You will ensure that all your on-going activities are successfully completed and handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary (Basic + FBP) in lieu of such shortened notice period. Should you decide to voluntarily leave the services of the Company or there be a separation by way of dismissal on grounds of indiscipline/ misconduct and/or performance or continued absence from services without sufficient cause or authorization (of which the Company shall be the sole judge) or abandoning your services before completing 21 months from your Date of Joining; the Company reserves the right to recover appropriate training cost as per terms and conditions agreed between Aricent and yourself vide a separate bond agreement. You agree herein that the terms of the bond agreement, though not being repeated herein for the sake of brevity, have been made clear to you and are acceptable to you.

You shall be governed by the Company policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Company policies & processes available on the Company intranet (hereby referred as Aricent World).

The company has the right to transfer you to any of the existing or future office or client locations in India or abroad.

Important: The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

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Please sign the enclosed copy of this letter to indicate your acceptance of the offer and send this to us within the next seven days.

PS: Please bring the Photocopies of all the Documents below (SELF ATTESTED) (from 1-6) with you, on the day of your joining, for personnel records:

1. 10th/12th Mark Sheet/Certificate
2. Graduation/Post graduation/Diploma/Certifications-All Semester Mark sheet & Degree (as applicable)
3. ID proof With Photograph – Valid Passport/Driver License/Voter ID/Ration Card
4. Relieving & Experience Certificates from all the previous employers(if applicable)
5. Permanent Address Proof
6. PAN Card
7. 2 Passport Size Photographs
8. Date of Birth of Parents, Parents in laws, Spouse & Children

We will be proud to have you as a member of our team to further enhance Aricent's position as the leading software company in the communication sector as well as a Best Employer. Your contact in Talent Acquisition would be **Hari Nandan Sharma (Email id; hari.sharma@aricent.com) Phone No. -0124-4095888 Extension No. 6063)**. Please feel free to get in touch for any questions or assistance that you may need.

Looking forward to your joining the Aricent team.

Yours Sincerely,

Suresh Hariharan
(Director – Talent Acquisition)

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Page 5 of letter of offer to Gnaneshwari G dated DEC 23, 2014

Explanation of Various Benefits
This section gives details of the various benefit schemes at Aricent and the way they are administered. Coverage under any of these plans may be subject to certain requirements or limitations. This information cannot be used to modify any coverage that is listed in separate insurance documents, policies, trust deeds, etc. In all cases, the provisions of these documents and policies and letter of offer (and subsequent changes) would apply. The company reserves the right to amend any compensation plan or information given in this section without prior notice. Please talk to your respective Human Resources representative for further assistance.

Flexible Benefit Plan (FBP): Under the Flexible Benefit Plan (FBP), you can choose the amount allocated to one or more of the following benefits each year (with in the limit of your FBP) based on your personal needs. Alternatively you can take the entire amount as a taxable salary. FBP is subject to Income Tax as per prevailing Government rules and regulations.

- House Rent Allowance (HRA)/ Rent Free Accommodation (RFA)
- Medical Expenses (other than medical insurance)
- Leave Travel Allowance (LTA)
- Additional purchase of Medical Insurance
- Professional Development Allowance
- Telephone reimbursement
- National Pension Scheme
- Children education/ hostel allowance
- Vehicle Lease Plan
- Conveyance Allowance
- Meal Pass
- Fuel & driver expenses reimbursement
- Club Membership expenses (Reimbursement)

Finance would announce dates (each quarter) when the original proof of above expenses can be submitted. The adjustment of Income Tax would be done based on the prevailing Income Tax laws from time to time. Please note that the income tax treatment related to any of the elements of the FBP could change based on the emerging/changing legal provisions applicable. Finally, you are advised to read the FBP policy on Aricent World in detail on joining.

Insurance:
Medical Insurance for Self & Family -Aricent provides comprehensive medical insurance benefit to the employee, spouse and children of the employee. In addition to this, there is an attractive plan to cover the parents and/or parent-in-laws sponsored by the employee. The company provides subsidy based on the longevity of the employee with Aricent.. As you can appreciate, this benefit is of significant value since the commercial value of insurance benefit is much higher. Please refer to the details in the Group Medical Insurance Policy on Aricent World on joining.

New employees will be required to submit a declaration for the same on the date of joining or within fifteen working days from Date of Joining.

Personal Accident & Life Insurance -Aricent also provides an attractive plan for covering the employee (only self) for personal accident & life insurance. Please refer to the details in the Policy on Personal Accident & Life Insurance on Aricent World on joining.

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Company Incentive Plan (CIP):
Amount mentioned is target earnings. The actual incentive payable is based on achievement of the performance against pre-defined goals.

Incentive is payable to those employees who are in active service on the disbursement day i.e., November month payroll for the first half (H1) of the financial year and May month payroll for the annual payment. Incentive shall not be payable to employees who have resigned or relieved from the services of the company as on the disbursement date. For employees who join the Company mid-way in the year, their incentive payment would be prorated based on actual number of days worked in the respective period. Please refer to the detailed policy document available in Aricent Word upon joining the Company.

Provident Fund (PF): PF is a statutory benefit available to all regular employees of Aricent. Aricent has constituted a Trust for the efficient administration of the scheme. The objective of the scheme is to provide adequate social security (as per Government rules) to the employees after active work life.
Coverage: Automatic on joining Aricent, 12% of the employee's basic pay is contributed to the PF account of the employee maintained by the Trust at Aricent every month. The company will contribute an equivalent amount every month. Out of the Company's contribution, a part of the contribution, subject to a maximum of Rs.541 per month, is payable to Pension Fund maintained by Regional Provident Fund Commissioner (RPFC). However, this ceiling is subject to change as notified by the PF authorities from time to time. Interest will accrue on all accumulations.
Benefits: Accumulations will gather compounded interest annually in the course of membership as per prevailing PF rules. The total accumulations can be withdrawn from the Trust at the time of retirement. You shall be entitled to receive Pension on retirement from the RPF commissioner as per the existing rules. In case of earlier separation, the accumulation in the Aricent PF Trust can be withdrawn or transferred subject to prevailing PF rules at that time. Loans: Employees may apply for loans to the Trust for specified purposes as per PF rules. Both refundable and non-refundable options are available.

Gratuity Scheme: The employee becomes eligible for gratuity benefits under the scheme after completion of five years of employment. The gratuity is equivalent to 15 days of basic salary for each completed year of service (a month means 22 days for the purpose of calculating gratuity). The gratuity is payable on retirement from service or separation from the company or in the event of earlier death. In case of death while in service the nominee will get gratuity calculated as though the employee had worked with the Company until the retirement age.

Company Lease Aricent provides for company lease for renting of residential accommodation. The lease amount is adjusted against HRA as declared by an individual. Aricent would pay the security and advance and recover the same from the salary, as per the prevailing Company policy.

Working Hours and Holidays: The normal working hours are between 8:30 a.m. to 5:30 p.m., Monday to Friday, with a 45-minute lunch break. There are 9 company holidays per year. The company provides 12 days Casual/Sick Leave (CL) and 15 days Privilege Leave (PL) and 1 day Floating Leave per year (on a pro rata basis depending on number of months worked in the company in a year. Holidays and weekends (or weekly offs) are not counted as leaves. Aricent has a flexible working hours practice.

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CIN # U63993DL2006PLC149728

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Date: MAR 18, 2015

Renu Yadav
D/O Chhaterpal Singh , Near Post Office, Village-Dahina,
Rewari, Haryana - 123411
Email Id: renuydv2610@gmail.com

Dear Renu,

We are pleased to offer you a full time position at **Grade E2** in which your designation would be **Software Engineer / Test Engineer**, as per the requirement of the business at the time of your joining with **Aricent Technologies (Holdings) Limited**. The value of your annualized Total Compensation (TC)[1] will be INR 350008/-

Following is the breakup of your TC:

All amounts in INR

	Per Month	Per Year
Basic Salary	10050	
Flexible Benefit Plan[2]	14632	
Provident Fund (Company's Contribution)		14472
Gratuity[4]		6852
Accident and Medical Insurance[5]		4500
Company Incentive Plan[6]**(CIP)**		28000

(1) Subject to deduction of contributions, charges and taxes at source as per the Laws/ Acts of Government of India, as may be applicable from time to time.
(2) Basket of Allowances. Please refer to the policy on Flexible Benefit Plan (FBP) available on Aricent World for FBP components and limits applicable to you.
(3) Company's Contribution. Equal amount will be deducted from the employee's monthly salary as per the Employee's Provident Funds and Miscellaneous Provisions Act, 1952.
(4) As per the Payment of Gratuity Act, 1972
(5) A comprehensive Group Insurance Plan has been taken to cover you under Medical, Personal Accident and Life Insurance programs. The Insurance Premium amount specified is indicative only and change from time to time. This amount varies with the change in actual insurance cost, is market driven and may change.
(6) Actual earnings/ payout is discretionary and will be governed by the Company Incentive Plan (CIP). Please refer to the policy available on Aricent World.

Details about various policies and benefits are given under 'Explanation of various benefits'. Please read and understand these carefully.

The Date of Joining and other relevant details will be separately intimated to you at the above-mentioned Email ID.

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Page 2 of letter of offer to Renu Yadav dated MAR 18, 2015

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Page 4 of letter of offer to Renu Yadav dated MAR 18, 2015

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(Director – Talent Acquisition)

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Page 5 of letter of offer to Renu Yadav dated MAR 18, 2015

Explanation of Various Benefits
This section gives details of the various benefit schemes at Aricent and the way they are administered. Coverage under any of these plans may be subject to certain requirements or limitations. This information cannot be used to modify any coverage that is listed in separate insurance documents, policies, trust deeds, etc. In all cases, the provisions of these documents and policies and letter of offer (and subsequent changes) would apply. The company reserves the right to amend any compensation plan or information given in this section without prior notice. Please talk to your respective Human Resources representative for further assistance.

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Company Incentive Plan (CIP)
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Coverage: Automatic on joining Aricent, 12% of the employee's basic pay is contributed to the PF account of the employee maintained by the Trust at Aricent every month. The company will contribute an equivalent amount every month. Out of the Company's contribution, a part of the contribution, subject to a maximum of Rs.541 per month, is payable to Pension Fund maintained by Regional Provident Fund Commissioner (RPFC). However this ceiling is subject to change as notified by the PF authorities from time to time. Interest will accrue on all accumulations.
Benefits: Accumulations will gather compounded interest annually in the course of membership as per prevailing PF rules. The total accumulations can be withdrawn from the Trust at the time of retirement. You shall be entitled to receive Pension on retirement from the RPF commissioner as per the existing rules. In case of earlier separation, the accumulation in the Aricent PF Trust can be withdrawn or transferred subject to prevailing PF rules at that time. Loans: Employees may apply for loans to the Trust for specified purposes as per PF rules. Both refundable and non-refundable options are available.

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TESCO

HINDUSTAN SERVICE CENTRE

17 November 2014

Harsha P S
Sapthagiri College of Engineering
Bangalore

PROVISIONAL OFFER LETTER

Dear Harsha,

Congratulations ! !

Tesco Hindustan Service Centre Private Limited ("Company") would like to offer you employment as **Graduate Software Engineer** at **Work level 1** at a salary of **Rs 4,65,000 (Rupees Four Lakh Sixty Five Thousand only)** per annum. This includes, a variable pay which is 10% of the total pay at your work level. This variable pay is paid based on your individual performance which will be reviewed on half yearly basis against performance objectives.

In addition to the above, the Company will bear the cost of Gratuity and Insurance Premium (Group Medical, Personal Accident and Life). Thus, the Total Cost to the Company would be **Rs 486,582/- (Rupees Four Lakh Eighty Six Thousand Five Hundred Eighty Two Only)** per annum. Please refer to the below annexure for the detailed salary break up.

You are required to join us on the date which will be communicated to you in due course. This offer shall become binding on the Company only upon issue of the Letter of Appointment, subject to the conditions therein and is subject to a satisfactory reference/background check and the documents submitted by you.

You have been offered this employment in anticipation of your qualifying in the Graduation/Post Graduation's Degree examination of 2015 with prescribed marks. You are required to produce certificate of having completed the said course successfully along with provisional marks card within 30 days of declaration of the result. In the event you fail to qualify in the said examination or fail to obtain the prescribed marks, this offer shall stand revoked without any further notice to you.

Please endorse your acceptance of our offer by sending the acknowledgement copy to us with your acceptance at the earliest.

We welcome you to Tesco Family & look forward to your joining!

Sincerely,

Sheshav Gupta
Manager – Talent Acquisition
For and on behalf of
Tesco Hindustan Service Centre Private Limited

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Harsha. P.S.
01/12/2014

TESCO

HINDUSTAN SERVICE CENTRE

Annexure :

Designation : Graduate Software Engineer

Compensation Break up-

Components	Compensation (INR)	
	Monthly	Annual
Salary		
Basic	12,206	146,475
H R A	4,883	58,590
Conveyance	800	9,600
Medical Allowance	1,250	15,000
LTA (Leave Travel Allowance)	1,526	18,309
Special Allowance	12,746	152,949
Co. Contribution to P F	1,465	17,577
* Flexible Benefit Plan (Optional)		
Total Fixed Pay	34,875	418,500
Variable Pay	3,875	46,500
Total Pay	38,750	465,000
Gratuity	587	7,045
Insurance	1,211	14,537
Total CTC	40,549	486,582

Note:

1. Your Fixed Compensation is Rs. 418,500/- and Variable Compensation is Rs. 46,500/- per annum.
2. Variable Compensation is 10% of "Total Pay" for WL 1. The variable pay is based on your individual performance which will be reviewed on half yearly basis against performance objectives.
3. You are entitled for all the other benefits as per the Company policy as applicable to your current work level effective from the date of joining.
4. Allowances such as Medical, LTA and HRA are paid as monthly salary components and are subject to taxation laws and regulations as applicable in India. Meal voucher is a benefit available at your work level as a part of the Flexi Benefit Plan, to which the Special Allowance can be allocated.
5. The amounts included for Gratuity and Insurance Premium are notional representation.

Sincerely,

Shashav Gupta
Manager – Talent Acquisition
For and on behalf of
Tesco Hindustan Service Centre Private Limited

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

01/12/2014

TESCO
HINDUSTAN SERVICE CENTRE

17 November 2014

Shruthi H
Sapthagiri College of Engineering
Bangalore

PROVISIONAL OFFER LETTER

Dear Shruthi,

Congratulations ! !

Tesco Hindustan Service Centre Private Limited ("Company") would like to offer you employment as **Graduate Software Engineer** at **Work level 1** at a salary of **Rs 4,65,000 (Rupees Four Lakh Sixty Five Thousand only)** per annum. This includes, a variable pay which is 10% of the total pay at your work level. This variable pay is paid based on your individual performance which will be reviewed on half yearly basis against performance objectives.

In addition to the above, the Company will bear the cost of Gratuity and Insurance Premium (Group Medical, Personal Accident and Life) Thus, the Total Cost to the Company would be **Rs 486,582/- Rupees Four Lakh Eighty Six Thousand Five Hundred Eighty Two Only)** per annum. Please refer to the below annexure for the detailed salary break up.

You are required to join us on the date which will be communicated to you in due course. This offer shall become binding on the Company only upon issue of the Letter of Appointment, subject to the conditions therein and is subject to a satisfactory reference/background check and the documents submitted by you.

You have been offered this employment in anticipation of your qualifying in the Graduation/Post Graduation's Degree examination of 2015 with prescribed marks. You are required to produce certificate of having completed the said course successfully along with provisional marks card within 30 days of declaration of the result. In the event you fail to qualify in the said examination or fail to obtain the prescribed marks, this offer shall stand revoked without any further notice to you.

Please endorse your acceptance of our offer by sending the acknowledgement copy to us with your acceptance at the earliest.

We welcome you to Tesco Family & look forward to your joining!

Sincerely,

Sheshav Gupta
Manager – Talent Acquisition
For and on behalf of
Tesco Hindustan Service Centre Private Limited

1/12/2014

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

TESCO

HINDUSTAN SERVICE CENTRE

2

Annexure :

Designation : Graduate Software Engineer

Compensation Break up-

Components	Compensation (INR)	
	Monthly	Annual
Salary		
Basic	12,206	146,475
H R A	4,883	58,590
Conveyance	800	9,600
Medical Allowance	1,250	15,000
LTA (Leave Travel Allowance)	1,526	18,309
Special Allowance	12,746	152,949
Co. Contribution to P F	1,465	17,577
* Flexible Benefit Plan (Optional)		
Total Fixed Pay	34,875	418,500
Variable Pay	3,875	46,500
Total Pay	38,750	465,000
Gratuity	587	7,045
Insurance	1,211	14,537
Total CTC	40,549	486,582

Note:

1. Your Fixed Compensation is Rs. 418,500/- and Variable Compensation is Rs. 46,500/- per annum.
2. Variable Compensation is 10% of "Total Pay" for WL 1. The variable pay is based on your individual performance which will be reviewed on half yearly basis against performance objectives
3. You are entitled for all the other benefits as per the Company policy as applicable to your current work level effective from the date of joining.
4. Allowances such as Medical, LTA and HRA are paid as monthly salary components and are subject to taxation laws and regulations as applicable in India. Meal voucher is a benefit available at your work level as a part of the Flexi Benefit Plan, to which the Special Allowance can be allocated.
5. The amounts included for Gratuity and Insurance Premium are a notional representation.

Sincerely,

Shashav Gupta
Manager – Talent Acquisition
For and on behalf of
Tesco Hindustan Service Centre Private Limited

6/12/2014

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

22 Apr 2019

Ref: 1987

SOUNDARYA V
Bangalore

Letter of Appointment

Dear SOUNDARYA V,

It is my privilege to welcome you to the Tesco fold and we are pleased to offer you the position of **Associate-Buying Ops**, at **Work Level 1** of Tesco Bengaluru.

The Fixed Pay offered to you would be **Rs. 295000**/- per annum (**Rupees Two Lakh Ninety Five Thousand Only**) per Annum.

In addition to the above, the Company will bear the cost of Gratuity and Insurance Premium (Group Medical, Personal Accident and Life). Thus, the Total Cost to the Company would be **Rs. 325839**/- (**Rupees Three Lakh Twenty Five Thousand Eight Hundred and Thirty Nine only**) per annum. Please see Annexure 1 & 2 for details.

Tesco, you will soon discover, is all about people - the best people. This offer comes to you as the culmination of a rigorous selection process and you are sure to find a challenging peer group at Tesco Bengaluru. We are positive you will find the work environment stimulating and conducive to helping you realize your professional goals.

We will appreciate you joining us in our office located in Bengaluru on or before **29 Apr 2019**, Please endorse your acceptance by duly signing the duplicate copy of this letter and by mailing it to us at the earliest.

We look forward to working with you and hope your career with Tesco Bengaluru will help you realise your professional goals.

Sincerely,

Neeraja Murlidhar,
Manager - Recruitment,
For and on behalf of
Tesco Bengaluru Pvt. Ltd

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

1ICS081 (14-15)

Joining formalities

1. You are requested to report on **29 Apr 2019**.

Reporting Time: 8.30am
Reporting Address:
Tesco Bengaluru, No. 81 & 82, EPIP Area,
Whitefield, Bengaluru – 560066.

Documents to be carried:

a. A copy of your date of birth certificate
b. Copies of certificates pertaining to your educational qualifications (including mark sheets)
c. A copy of your last appointment letter
d. A copy of the relieving letter from your last employer
e. A copy of your last salary slip
f. 5 passport size photos of self and one each of your dependents
g. 1 Stamp Size photograph for PAN application, if you do not have a PAN number already
h. 2 copies of Address proof and ID proof for bank account opening.
i. Copy of PAN card / or copy of acknowledged PAN application
(If you do not have a pan card we would be able to assist you on the same. Only Bengaluru Address will be accepted for PAN application)

2. Your employment shall be subject to a satisfactory reference check and the documents mentioned above being submitted by you and found in order.
Also note in case of an unsatisfactory /negative report received from the reference check, this offer stands revoked

3. This offer is valid for your acceptance till **29 Apr 2019**, Further, if you do not join us on or before **29 Apr 2019**, it will be deemed that you are not interested and this offer will get automatically revoked.

If you have any questions or queries, please do not hesitate to contact the Recruitment team.

Sincerely,

Neeraja Murlidhar,
Manager - Recruitment,
For and on behalf of
Tesco Bengaluru Pvt Ltd

I agree to abide by the terms and conditions mentioned in the letter of appointment

Name: Date:

Signature: Place:

Sapthagiri College of Engineering
14/5, Chikkasandra Main Road

SONATA

SONATA SOFTWARE LIMITED

CMMIDEV/5

Ref: SSL/HR /APPT/Campus 15

10-MAR-2015

Mr. Ashish Bisht
Thapri Village,Bhiun Post,
Tehsil Jogender Nagar-Mandi -175015

Dear **Mr. Ashish Bisht,**

1. We are pleased to offer you an appointment as Trainee Systems Analyst in our organization on the following terms and conditions:

2. You will be a Trainee for a period of 12 (twelve) months from the date of joining service. Your joining date would be intimated later.

3. The stipend and other allowances payable to you during this period are given in the annexure enclosed. Please note that these are figures for the current period and are subject to revision(s). You would be entitled to the salary structure applicable at the time of joining.

4. During the initial 3 (three) month period of training, you will be paid a consolidated compensation of Rs. 2, 10,011/- per annum as per Annexure A.

5. Upon the successful completion of your above training, you shall be subjected to a performance assessment, post which your compensation would be revised according to your corresponding Competence band. Please refer to Annexure B.

6. You will be governed by the Leave Rules of the company

7. You will execute an agreement to serve the company for a minimum period of two years from the date of joining.

8. The above agreement has to be executed before joining the company and should have to be guaranteed by a surety, preferably your parent.

9. Should you leave the employment during this period of two years, you are liable to compensate the company, an amount as per the clause VIII(c) of the agreement.

10. You will be confirmed in our company subject to satisfactory performance during the period as trainee, as per the company policy.

Principal
Sapthagiri College of Engi
14/5, Chikkasandra, Hesaraghatta M
Bengaluru - 560 057

SONATA

11. Your place of posting will be intimated later. Your training programme may expose you to various departments within the organisation. You are liable to be transferred to any department, office or establishment forming a part of our organisation or our other interconnected organisations in the group in India or abroad and during such period you will comply with the rules and regulations of such department, office or establishment.

12. During the period of your training with the Company, you shall not engage yourself in any other business or occupation and shall devote your whole time and skill to the faithful and diligent performance of your duties. If you are found engaging in any other business or occupation, your training is liable to be terminated without any notice or any compensation in lieu thereof.

13. You will not divulge or pass any information, which you may obtain during your training in the Company to others.

14. The offer letter is being issued subject to the specific understanding that you have successfully qualified in your Engineering/MCA degree with a minimum aggregate of 65% and would produce proof of all your educational qualification at the time of joining. Any failure to do so or any deviation detected would be sufficient cause for revocation of the offer.

15. **Non–Compete Undertaking** – During the period of your employment with Company and for a period of one year after the date of termination of your employment with the Company, for any reasons whatsoever, or on your ceasing to be an employee of the Company, you will not –

(a) Engage in any employment or business activity, directly or indirectly in competition with the Company. The term "in competition with the Company" shall mean any business activity, which is the same, or comparable to the business activity, which has or may result in product or services providing the same or comparable to those developed or offered by the Company at any time during the period of your employment;

(b) Induce any employee of the Company to leave the employment of the Company ;

(c) Solicit the business of any client or customer of the Company (other than on behalf and for the benefit of the Company); or

(d) Otherwise interfere with any business relationship of the Company.

16. Kindly note that you will have to undergo a medical examination and submit a satisfactory report for our consideration before joining the Company. The medical examination can be conducted by any Registered Medical Practitioner and should be sent to us along with your acceptance in the enclosed format.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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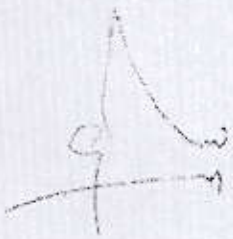
This Offer is valid for a maximum period of Mr day(s) from the date of offer. Kindly return the duplicate copy of this Letter of Appointment duly signed, if you are in agreement with the terms and conditions set in above.

Looking forward to a long and fruitful association with you.

Yours very truly,
For **SONATA SOFTWARE LIMITED,**



Christopher George Pereira
Group Manager-HRD

I agree with the above terms and conditions

Signature Ashish B ..... Date 25/March/2015

Principal
Sapthagiri College of Engineering
14.5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

SONATA

4

ANNEXURE A

Name:	Mr. Ashish Bisht
Grade:	ETG
Designation:	Trainee Systems Analyst
DOJ:	To be intimated later

Monthly Allowances	
Stipend	5,250
HRA (Note No.1)	2,625
Conveyance Allowance	800
Education Allowance	2,000
Meal Vouchers/Allowance (Note No.2)	2,500
Supplementary Allowance	2,352
Medical Allowance	625
Advance Bonus/ Exgratia	500
Total Monthly	**16,652**
Retiral Benefits (Note No.4)	
PF	7,560
Gratuity	2,627
Total Retiral	**10,187**
Cost To Company	**210,011**
Hospitalization and Personal Accident Insurance Premium (Note No.5)	4350
Total Cost To Company (T.C.C)	**214261**

1. HRA at 50 % of basic
2. Employees opting for Meal Vouchers (when applicable) would not be entitled to Meal Allowance as indicated above.
3. Bonus, Ex Gratia as per rules current, estimate is shown.
4. Retirals as per the current rules governing the same
5. Hospitalization Insurance Cover of 1 Lakh p.a and Personal Accident Insurance Cover of around 5.5 Lakhs p.a and Group Term life Insurance cover for you of Rs. 5 Lakhs will come into effect from the date of joining, as per rules governing the same.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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5

ANNEXURE B

Competence Band	Performance Category	CTC*
Band 1	Excellent	300,000
Band 2	Outstanding	250,000
Band 3	Good	210,000

*CTC figures including statutory payments like PF / Gratuity and annual components like LTA / Medical / Bonus etc

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

SONATA

SONATA SOFTWARE LIMITED

CMMIDEV/5

Ref: SSL/HR /APPT/Campus 15

10-MAR-2015

Ms. Usha C
#47, Mathru Mandira
1st Main, Siddeswara Layout,
Siddedalli, Nagsandra Post-Bangalore -560073

Dear **Ms. Usha C,**

1. We are pleased to offer you an appointment as Trainee Systems Analyst in our organization on the following terms and conditions:

2. You will be a Trainee for a period of 12 (twelve) months from the date of joining service. Your joining date would be intimated later.

3. The stipend and other allowances payable to you during this period are given in the annexure enclosed. Please note that these are figures for the current period and are subject to revision(s). You would be entitled to the salary structure applicable at the time of joining.

4. During the initial 3 (three) month period of training, you will be paid a consolidated compensation of Rs. 2, 10,011/- per annum as per Annexure A.

5. Upon the successful completion of your above training, you shall be subjected to a performance assessment, post which your compensation would be revised according to your corresponding Competence band. Please refer to Annexure B.

6. You will be governed by the Leave Rules of the company.

7. You will execute an agreement to serve the company for a minimum period of two years from the date of joining.

8. The above agreement has to be executed before joining the company and should have to be guaranteed by a surety, preferably your parent.

9. Should you leave the employment during this period of two years, you are liable to compensate the company, an amount as per the clause VIII(c) of the agreement.

10. You will be confirmed in our company subject to satisfactory performance during the period as trainee, as per the company policy.

Principal
Sapthagiri College of Engineering
#15, Chikkasandra, Hesaraghatta Main Road,
Bengaluru - 560 057

11. Your place of posting will be intimated later. Your training programme may expose you to various departments within the organisation. You are liable to be transferred to any department, office or establishment forming a part of our organisation or our other interconnected organisations in the group in India or abroad and during such period you will comply with the rules and regulations of such department, office or establishment.

12. During the period of your training with the Company, you shall not engage yourself in any other business or occupation and shall devote your whole time and skill to the faithful and diligent performance of your duties. If you are found engaging in any other business or occupation, your training is liable to be terminated without any notice or any compensation in lieu thereof.

13. You will not divulge or pass any information, which you may obtain during your training in the Company to others.

14. The offer letter is being issued subject to the specific understanding that you have successfully qualified in your Engineering/MCA degree with a minimum aggregate of 65% and would produce proof of all your educational qualification at the time of joining. Any failure to do so or any deviation detected would be sufficient cause for revocation of the offer.

15. **Non–Competete Undertaking** – During the period of your employment with Company and for a period of one year after the date of termination of your employment with the Company for any reasons whatsoever, or on your ceasing to be an employee of the Company you will not –

(a) Engage in any employment or business activity, directly or indirectly in competition with the Company. The term "in competition with the Company" shall mean any business activity, which is the same, or comparable to the business activity, which has or may result in product or services providing the same or comparable to those developed or offered by the Company at any time during the period of your employment;

(b) Induce any employee of the Company to leave the employment of the Company ;

(c) Solicit the business of any client or customer of the Company (other than on behalf and for the benefit of the Company); or

(d) Otherwise interfere with any business relationship of the Company.

16. Kindly note that you will have to undergo a medical examination and submit a satisfactory report for our consideration before joining the Company. The medical examination can be conducted by any Registered Medical Practitioner and should be sent to us along with your acceptance in the enclosed format.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

SONATA

This Offer is valid for a maximum period of Ms day(s) from the date of offer. Kindly return the duplicate copy of this Letter of Appointment duly signed, if you are in agreement with the terms and conditions set in above.

Looking forward to a long and fruitful association with you.

Yours very truly,
For **SONATA SOFTWARE LIMITED,**

Christopher George Pereira
Group Manager-HRD

I agree with the above terms and conditions

Signature U sha.c Date 25/03/2015

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

SONATA

ANNEXURE A

Name:	Ms. Usha C
Grade:	ETG
Designation:	Trainee Systems Analyst
DOJ	To be intimated later

Monthly Allowances	
Stipend	5,250
HRA (Note No.1)	2,625
Conveyance Allowance	800
Education Allowance	2,000
Meal Vouchers/Allowance (Note No.2)	2,500
Supplementary Allowance	2,352
Medical Allowance	625
Advance Bonus/ Exgratia	500
Total Monthly	**16,652**
Retiral Benefits (Note No.4)	
PF	7,560
Gratuity	2,627
Total Retiral	**10,187**
Cost To Company	**210,011**
Hospitalization and Personal Accident Insurance Premium (Note No.5)	4350
Total Cost To Company (T.C.C)	**214261**

1. HRA at 50 % of basic
2. Employees opting for Meal Vouchers (when applicable) would not be entitled to Meal Allowance as indicated above.
3. Bonus/Ex Gratia as per rules current, estimate is shown.
4. Retirals as per the current rules governing the same
5. Hospitalization Insurance Cover of 1 Lakh p.a and Personal Accident Insurance Cover of around 5.5 Lakhs p.a and Group Term life Insurance cover for you of Rs. 5 Lakhs will come into effect from the date of joining, as per rules governing the same.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

SONATA

5

ANNEXURE B

Competence Band	Performance Category	CTC*
Band 1	Excellent	300,000
Band 2	Outstanding	250,000
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*CTC figures including statutory payments like PF / Gratuity and annual components like LTA / Medical / Bonus etc

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

SONATA

SONATA SOFTWARE LIMITED

CMMIDEV/5

Ref: SSL/HR /APPT/Campus 15

10-MAR-2015

Ms. Ashwini C V
#391, 6th A Cross, Kasturi Layout
Rajgopal Nagar,
Peenya 2nd Stage-Bangalore -560058

Dear **Ms. Ashwini C V**,

1. We are pleased to offer you an appointment as Trainee Systems Analyst in our organization on the following terms and conditions:

2. You will be a Trainee for a period of 12 (twelve) months from the date of joining service. Your joining date would be intimated later.

3. The stipend and other allowances payable to you during this period are given in the annexure enclosed. Please note that these are figures for the current period and are subject to revision(s). You would be entitled to the salary structure applicable at the time of joining.

4. During the initial 3 (three) month period of training, you will be paid a consolidated compensation of Rs. 2, 10,011/- per annum as per Annexure A.

5. Upon the successful completion of your above training, you shall be subjected to a performance assessment, post which your compensation would be revised according to your corresponding Competence band. Please refer to Annexure B.

6. You will be governed by the Leave Rules of the company.

7. You will execute an agreement to serve the company for a minimum period of two years from the date of joining.

8. The above agreement has to be executed before joining the company and should have to be guaranteed by a surety, preferably your parent.

9. Should you leave the employment during this period of two years, you are liable to compensate the company, an amount as per the clause VIII(c) of the agreement.

10. You will be confirmed in our company subject to satisfactory performance during the period as trainee, as per the company policy.

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

11. Your place of posting will be intimated later. Your training programme may expose you to various departments within the organisation. You are liable to be transferred to any department, office or establishment forming a part of our organisation or our other interconnected organisations in the group in India or abroad and during such period you will comply with the rules and regulations of such department, office or establishment.

12. During the period of your training with the Company, you shall not engage yourself in any other business or occupation and shall devote your whole time and skill to the faithful and diligent performance of your duties. If you are found engaging in any other business or occupation, your training is liable to be terminated without any notice or any compensation in lieu thereof.

13. You will not divulge or pass any information, which you may obtain during your training in the Company to others.

14. The offer letter is being issued subject to the specific understanding that you have successfully qualified in your Engineering/MCA degree with a minimum aggregate of 65% and would produce proof of all your educational qualification at the time of joining. Any failure to do so or any deviation detected would be sufficient cause for revocation of the offer.

15. **Non–Compete Undertaking** – During the period of your employment with Company and for a period of one year after the date of termination of your employment with the Company, for any reasons whatsoever, or on your ceasing to be an employee of the Company, you will not –

(a) Engage in any employment or business activity, directly or indirectly in competition with the Company. The term "in competition with the Company" shall mean any business activity, which is the same, or comparable to the business activity, which has or may result in product or services providing the same or comparable to those developed or offered by the Company at any time during the period of your employment;

(b) Induce any employee of the Company to leave the employment of the Company ;

(c) Solicit the business of any client or customer of the Company (other than on behalf and for the benefit of the Company); or

(d) Otherwise interfere with any business relationship of the Company.

16. Kindly note that you will have to undergo a medical examination and submit a satisfactory report for our consideration before joining the Company. The medical examination can be conducted by any Registered Medical Practitioner and should be sent to us along with your acceptance in the enclosed format.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

SONATA

3

This Offer is valid for a maximum period of Ms day(s) from the date of offer. Kindly return the duplicate copy of this Letter of Appointment duly signed, if you are in agreement with the terms and conditions set in above.

Looking forward to a long and fruitful association with you.

Yours very truly,
For SONATA SOFTWARE LIMITED,

Christopher George Pereira
Group Manager--RD

I agree with the above terms and conditions

Signature..... Date ..25/03/2015....

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

SONATA

4

ANNEXURE A

Name:	Ms. Ashwini C V
Grade:	ETG
Designation:	Trainee Systems Analyst
DOJ:	To be intimated later

Monthly Allowances	
Stipend	5,250
HRA (Note No.1)	2,625
Conveyance Allowance	800
Education Allowance	2,000
Meal Vouchers/Allowance (Note No.2)	2,500
Supplementary Allowance	2,352
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Total Cost To Company (T.C.C)	**214261**

1. HRA at 50 % of basic
2. Employees opting for Meal Vouchers (when applicable) would not be entitled to Meal Allowance as indicated above.
3. Bonus/Ex Gratia as per rules current, estimate is shown.
4. Retirals as per the current rules governing the same
5. Hospitalization Insurance Cover of 1 Lakh p.a and Personal Accident Insurance Cover of around 5.5 Lakhs p.a and Group Term life Insurance cover for you of Rs. 5 Lakhs will come into effect from the date of joining, as per rules governing the same.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

SONATA

5

ANNEXURE B

Competence Band	Performance Category	CTC*
Band 1	Excellent	300,000
Band 2	Outstanding	250,000
Band 3	Good	210,000

*CTC figures including statutory payments like PF / Gratuity and annual components like LTA / Medical / Bonus etc

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ELPRO ENERGY
THINK OF ENERGY THINK OF US

ELPRO ENERGY DIMENSIONS PVT. LTD.

#430/490,SrigandhadaKavaluDhakale,Sunkadakatte,
Magadi Main Road, Bangalore-560091
Phone: 080-23583828, 23583827 Mobile: +91 9341490272
Email: sales@elproenergy.com, nalin@elproenergy.com.

Our ref: EEDPL/HR/AL/1403/2016

Date: 14/03/2016

2014-15

To,
Mr. PRAHARSHA S
S/o, Sai Krishna C G
Shivanapura (At and Post)
Dasanapura Hobli, Bangalore North Taluk,
Bangalore-562123

Dear Mr. Praharsha,

Sub: Letter of Confirmation.

We are pleased to welcome you to Elpro Energy Dimensions Pvt. Ltd. as **"Engineer-Operations"** after the completion of probation period of 6 months. We are glad to have you work with us on important assignments. We see your skills as a value addition to our company and our clients. You would be confirmed as **"Engineer-Operations" from March 14th, 2016.**

Renumeration: Your annual Cost to Company would be **Rs. 1,68,000.00 PA.**

Place of Work: Your current location would be at our HQ, Sunkadakatte, Bangalore. However, during the course of your services, you may be transferred/posted in any of the company's branches or Project location in the country or abroad, at the discretion of the company.

Leave: As you are confirmed as an employee of the company, you would be eligible for the leave rules applicable in the company.

As per rules, during your stint with the company, you are duty bound to commit your time completely to the work of the company. Moreover, you would not take up any other assignment, whether full time, part-time or honorary, or in cash or in kind, without prior intimation and written approval from the company.
Please return a signed copy of this letter, which would signify your acceptance.
Once again we welcome you to Elpro Energy Dimensions Pvt. Ltd. and look to have a fruitful association with you.

With Best Wishes,

For Elpro Energy Dimensions Pvt. Ltd.

Elpro Energy Dimensions Pvt. Ltd. B'lore

(Nitin Kanshal)
Director

Accepted

Praharsha S

Candidate Signature

Principal
Sapthagiri College of Engineering
14.5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Scanned with CamScanner

PIXEL

SANTOSH KUMAR M

Emp. ID : 41080-597

B+

Authorised Signatory

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

PIXEL

K C N Bhavan, Yamunabai Road
Madhavnagar
Bengaluru-560001, India
Tel:+91-80-23085700

(P)

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

walwil

Name : Adarsh.K

Emp No.: 294

Dept. Maintenance

Blood Group :

Emergency Contact No.:

Authorised

walwil | hydro control | Valtech

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Principal
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RELIANCE

RELIANCE COMM INFRA LTD.

Provisional Letter of Engagement for the Post of SR. EXECUTIVE

RICL/OFFL - 47022032 Date: 18.10.2018

Ms. Tejaswini Jayram
Eshwarachar Nilaya, No 71, 2nd floor, 11th main, 7th cross
Bangalore
Karnataka-560078
India

Dear Ms. Tejaswini Jayram

1.0 With reference to our mutual discussions,we are pleased to offer you the Position in our organization as **SR. EXECUTIVE** in the **ENTERPRISE - INDIA** provisionally.

2.0 The present Designation/ Business/ Entity is subjected to change depending upon work assignment from time to time.

3.0 You have agreed to join latest by **25.10.2018** after which date the offer would automatically expire unless extended in writing by the Company.

4.0 Your primary place of posting will be at **BANGALORE.**
However, during the course of employment with the Company, you may be transferred/ deputed to any operating office or location of the Company or its Subsidiaries, Affiliates or Associates or any Group company which may come into existence in future, in India or Abroad.

5.0 Your compensation on Total Cost to Company (TCTC) basis, as mutually agreed, is detailed in Annexure-1 to this letter.

6.0 You will be given detailed appointment letter with specific terms & conditions of employment at the time of joining and conditions of appointment & job description will be explained by our HR representative.

7.0 You will be on probation for a period of 6 months effective from the date of your joining.

8.0 The appointment is based on the inputs provided by you at the time of offer, e.g. Cv, Last drawn Salary, Qualifications, Experience Details, etc. In case, of any irregularities found in any of the information provided by you the above Appointment would become null and void and would be revoked by the Company.

9.0 You have agreed to treat this Provisional Letter of Engagement as confidential and shall not use the same for bargain purpose with present employer or any other purpose.Violation of this condition by you shall empower Rcom to cancel this letter without any reference to you.

Acceptance letter and all future correspondence should be addressed to

RELIANCE COMM INFRA LTD.
Mr. Ashok Kumar KR
H M Towers,
4th Floor, Municipal No. 58,
Brigade Road, Bangalore -560025
Mobile: 9141000303

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghetta Main Road
Bengaluru - 560 057

We look forward to your joining our team for a long, successful and pleasant association.

Yours Sincerely,
For RELIANCE COMM INFRA LTD.
Mr. Ashok Kumar KR
Circle HRBP

AUTHORIZED SIGNATORY

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood the above terms and conditions and hereby accept the same. This Offer is based on the information (Educational/Professional Qualifications, Work Experience details, Date of birth, References etc.) provided by you. In case of any irregularities found in any of the information provided by you the above Offer would become null and void and would be revoked by the Company.

SIGNATURE : _____

NAME : _____

DATE : _____

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Bengaluru - 560 057

ANNEXURE 1

Name	Ms.Tejaswini Jayram
Designation	SR. EXECUTIVE
Role	Revenue Assurance - CRM (M)
Location	BANGALORE

CTC Breakup(INR)		
	Annual	**Monthly**
1.Fixed Pay	382,000.00	31,833.33
1.1 Base Pay(40% of Fixed CTC)	152,800.00	12,733.33
(i)Basic	130,810.72	10,900.89
(ii)PF	15,697.29	1,308.11
(iii)Gratuity	6,292.00	524.33
1.2 Choice Pay (60% of Fixed CTC)	229,200.00	19,100.00
2.Variable Pay	68,000.00	5,666.67
Total CTC(1+2)	450,000.00	37,500.00

Personal Taxation: Your salary and the perquisites are subject to income tax as per Indian Tax Laws and all personal taxation will have to be deducted at source as per the laws applicable from time to time and the Organization does not accept any responsibility for its accuracy.

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LTI

A Larsen & Toubro Group Company

Chandana K S

PS No. 10636221

Blood group: AB+

I enjoy nature

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1SG11CS067

LTI

A Larsen & Toubro Group Company

Sai Rashmi S

PS No. 10621945

Blood group: O+

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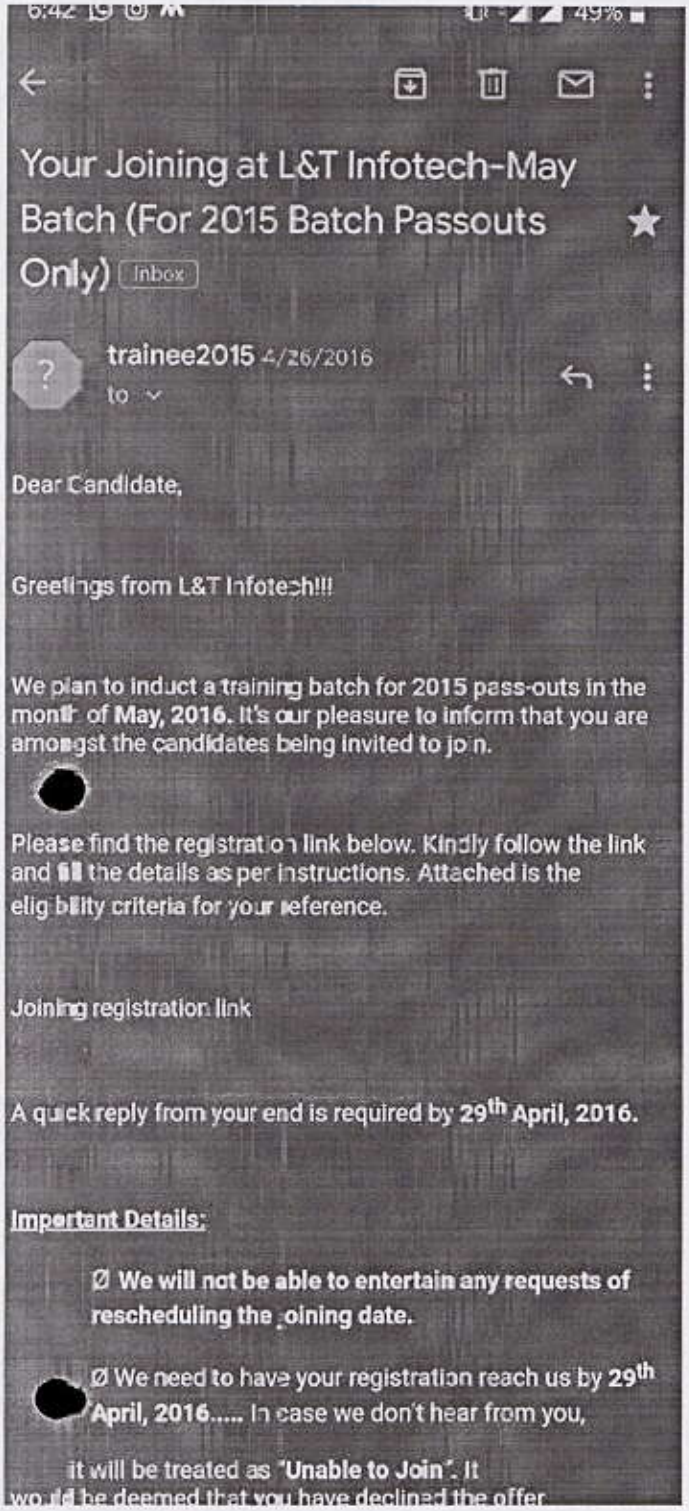
Bengaluru - 560 057

Sharvani R Kulkarni
1SG11IS045
2014-15, ISE



Your Joining at L&T Infotech-May Batch (For 2015 Batch Passouts Only) Inbox

trainee2015 4/26/2016
to

Dear Candidate,

Greetings from L&T Infotech!!!

We plan to induct a training batch for 2015 pass-outs in the month of **May, 2016.** It's our pleasure to inform that you are amongst the candidates being invited to join.

Please find the registration link below. Kindly follow the link and fill the details as per instructions. Attached is the eligibility criteria for your reference.

Joining registration link

A quick reply from your end is required by **29th April, 2016.**

Important Details:

- **We will not be able to entertain any requests of rescheduling the joining date.**
- We need to have your registration reach us by **29th April, 2016.....** In case we don't hear from you, it will be treated as **"Unable to Join".** It would be deemed that you have declined the offer

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14/5, Chikkasandra, Hesaraghatta Main Road
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Arpitha R
ISG II IS007
2014-15, ISE

L&T Infotech

Date : December 10, 2014

Ref: L&T Infotech/HR/Campus/2015

Name : Arpitha R

College: SCE

Offer Of Intent

Congratulations!

We are pleased to make you this offer of intent for the position of **Graduate Engineer Trainee**. Upon your acceptance of this Offer and subject to you meeting all the applicable requirements under this Offer, we will share a detailed appointment letter,which will outline the specific employment terms and conditions. Please note this offer is not an offer or offer of employment or a legally bincing contract of employment. The contents of this Offer are strictly between you and L&T Infotech. Please treat this Offer and the contents hereof as personal and confidential.

This Offer is valid subject to you:

- Total of not more than 4 re-attempts during your diploma and graduation
- Passing the final semester examination of graduation in the first attempt
- Securing an average of 60% and above across all semesters during graduation
- Securing 60% and above in SSC,HSC and /or Diploma
- Being found medically fit by an authorized doctor and authorizing no significant medical history
- Submitting a Service Agreement agreeing to serve the company for a period of 2 years from the date of commencement of training, delivering good performance from the day of joining, with no waivers
- Submitting all necessary documents at the time of joining
- Not more than 24 years of age as on 1st July 2015
- At the time of joining, the candidate should meet the above mentioned eligibility criteria with no standing ATKTs /Backlogs/ Arrears

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your qualification,experience or medical history, L&T Infotech reserves the right to revoke this Offer of Intent without any notice.

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

You will be continuously assessed during your training. If you do not complete the class room/on the job training to our satisfaction, your appointment automatically stands cancelled.This will be considered as breakage of service agreement and you will need to pay the amount mentioned.

During the period of training, your stipend will be as per the Annexure attached.

The Company provides limited shared accommodation to all outstation candidates, as an option to them, on first come basis during the classroom training at a charge equal to the cost of facilities.

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Sapthagiri College of Engineeri
14/5, Chikkasandra, Hesaraghatta Main Ro
Bangaluru - 560 057

L&T Infotech

ANNEXURE

Salary in L&T Infotech

Salary Grade: GET

Component	Amount Rs./Per Annum	Amount Rs. /Per Month
Basic		7,800
HRA		3,900
Conveyance		800
Medical		1,250
Adhoc		9,481
Sub- Total (A)	278,772	23,231
Deferred Benefits Provident Fund		936
Sub- Total (B)	11,232	936
Total (A+B)	290,004	
Variable	10,000	
Total	300,004	

Note:

1. Basic will be reckoned for PF & Leave Encashment.
2. For all other computations only basic salary will be reckoned.
3. The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs.1,00,000/- PA.
4. The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable,if any, subsequent to the amendments of payment of Bonus Act.
5. The Variable component will be payable at the time of confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same.
6. Any of the above allowances may be altered/withdrawn at the sole discretion of the management.

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L&T Infotech

Date : December 10, 2014

Ref: L&T Infotech/HR/Campus/2015

Name : Anusha M

College: SCE

Offer Of Intent

Congratulations!

We are pleased to make you this offer of intent for the position of **Graduate Engineer Trainee**. Upon your acceptance of this Offer and subject to you meeting all the applicable requirements under this Offer, we will share a detailed appointment letter,which will outline the specific employment terms and conditions. Please note this offer is not an offer or offer of employment or a legally binding contract of employment. The contents of this Offer are strictly between you and L&T Infotech. Please treat this Offer and the contents hereof as personal and confidential.

This Offer is valid subject to you:

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- Passing the final semester examination of graduation in the first attempt
- Securing an average of 60% and above across all semesters during graduation
- Securing 60% and above in SSC,HSC and /or Diploma
- Being found medically fit by an authorized doctor and authorizing no significant medical history
- Submitting a Service Agreement agreeing to serve the company for a period of 2 years from the date of commencement of training, delivering good performance from the day of joining, with no waivers
- Submitting all necessary documents at the time of joining
- Not more than 24 years of age as on 1st July 2015
- At the time of joining, the candidate should meet the above mentioned eligibility criteria with no standing ATKTs /Backlogs/ Arrears

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

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Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

L&T Infotech

Date : December 10, 2014

Ref: L&T Infotech/HR/Campus/2015

Name : Karthik Sc

College: SCE

Offer Of Intent

Congratulations!

We are pleased to make you this offer of intent for the position of **Graduate Engineer Trainee.** Upon your acceptance of this Offer and subject to you meeting all the applicable requirements under this Offer, we will share a detailed appointment letter,which will outline the specific employment terms and conditions. Please note this offer is not an offer or offer of employment or a legally binding contract of employment. The contents of this Offer are strictly between you and L&T Infotech. Please treat this Offer and the contents hereof as personal and confidential.

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Larsen&Toubro Infotech Ltd
L&T Powai Campus,Saki Vihar Road, Powai, Mumbai 400072,India
T+9122 6776 6776 F+91 22 2858 1615/1592/6776 6004 www.Lntinfotech.com

Registered Office
L&T House,Ballard Estate
Mumbai 400 001,India

L&T Infotech

On successful completion of training you will be posted/transferred to any of our proposed SEZ/Customer Sites across India.In case the location has a location specific allowance , the same will be made applicable to you as per Company Policy.

Your employment will be governed by the rules , regulations and policies of the Company.

If the above stated terms are acceptable to you, kindly take a print, sign and send this Offer of Intent within thirty(30) days from the date of issue. If we do not receive your acceptance within thirty (30) days , this Offer of Intent will be deemed to have been rejected by you.

Kindly register yourself and address all your correspondence/queries on our "CampBuzz Portal".

Looking forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.

Joji Varghese
Sr. HR Manager

I have read this Offer of Intent and accept the same

Signature
Date
Encl:Annexure

L&T Infotech

ANNEXURE

Salary in L&T Infotech

Salary Grade: GET

Component	Amount Rs./Per Annum	Amount Rs. /Per Month
Basic		7,800
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Adhoc		9,481
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Deferred Benefits Provident Fund		936
Sub- Total (B)	11,232	936
Total (A+B)	290,004	
Variable	10,000	
Total	300,004	

Note:

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L&T Infotech

Date : December 10 2014

Ref: L&T Infotech/HR/Campus/2015

Name : Akshaya A

College: SCE

Offer Of Intent

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T+9122 6776 6776 F+91 22 2858 1615/1592/6776 6004 www.Lntinfotech.com

Registered Office
L&T House,Ballard Estate
Mumbai 400 001,India

L&T Infotech

On successful completion of training, you will be posted/transferred to any of our proposed SEZ/Customer Sites across India.In case the location has a location specific allowance , the same will be made applicable to you as per Company Policy.

Your employment will be governed by the rules , regulations and policies of the Company.

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Kindly register yourself and address all your correspondence/queries on our "CampBuzz Portal".

Looking forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.

Joji Varghese
Sr. HR Manager

I have read this Offer of Intent and accept the same

Signature
Date
Encl:Annexure

L&T Infotech

ANNEXURE

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Salary Grade: GET

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L&T Infotech

Date : December 10, 2014

Ref: L&T Infotech/HR/Campus/2015

Name : Anunay Kant

College: SCE

Offer Of Intent

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Yours faithfully,

For Larsen & Toubro Infotech Ltd.

Joji Varghese
Sr. HR Manager

I have read this Offer of Intent and accept the same

Signature
Date
Encl:Annexure

L&T Infotech

ANNEXURE

Salary in L&T Infotech

Salary Grade: GET

Component	Amount Rs./Per Annum	Amount Rs. /Per Month
Basic		7,800
HRA		3,900
Conveyance		800
Medical		1,250
Adhoc		9,481
Sub- Total (A)	278,772	23,231
Deferred Benefits Provident Fund		936
Sub- Total (B)	11,232	936
Total (A+B)	290,004	
Variable	10,000	
Total	300,004	

Note:

1. Basic will be reckoned for PF & Leave Encashment.
2. For all other computations only basic salary will be reckoned.
3. The Group Mediclaim Policy of Company covers Employee, Spouse & uptc 2 dependent children (below 21 yrs of age) for maximum amount of Rs.1,00,000/- PA.
4. The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable,if any, subsequent to the amendments of payment of Bonus Act.
5. The Variable component will be payable at the time of confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same.
6. Any of the above allowances may be altered/withdrawn at the sole discretion of the management.

LOWE'S NEVER STOP IMPROVING.

January 14th, 2016

Dear **Arjita,**

Congratulations! We are glad to offer you a position with **Lowe's Services India Private Limited (Lowe's India),** on the following terms and conditions:

1. You will be designated as **Associate Software Engineer,** at our Bangalore location.

2. You are requested to join us on or before **1st February 2016 at 10 am.**

3. Your annual fixed compensation will be **Rs. 454,545/- per annum.** In addition, you would be eligible to participate in the 2016 Company Bonus Program, payable in 2017. Your compensation at Lowe's India will be subject to deduction of taxes at source in accordance with the prevailing income tax regulations. The details of your compensation at Lowe's India are outlined in **ANNEXURE -A.**

4. You shall serve a probationary period of 3 months from the date of joining. Upon satisfactory performance review by your manager, you shall be confirmed in the permanent establishment of the Company.

5. The Company reserves the right to either extend the probationary period or invoke termination of this contract in the event that your performance is not up to expectation.

6. Your employment would require you to adhere to the rules, regulations and guidelines issued by Lowe's India in relation to your personal and professional conduct.

7. Your employment is subject to successful background verification checks by Lowe's India. In the event the results of background verification are unsatisfactory, Lowe's India, at its sole discretion, may withdraw this offer of employment without further notice including after the acceptance and signing of this offer.

8. On your date of joining, please carry all your original documents, 3 photographs and 2 copies of educational certificates, relieving documents of previous employers, address proof, PAN card, passport and the last three month's salary slips of most recent employment.

Scanned with CamScanner

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

9. Notice period – Contract of employment with Lowe's Service India Private Ltd (Lowe's India) is terminable, by either parties giving two months' notice.

Please respond with your acceptance to this offer on or before **January 16th, 2016.** If we do not hear from you by the specified date, this offer will no longer be valid.

We are delighted to welcome you to Lowe's India and we wish you a long, successful career with us!

Sincerely,

Durga Nair
Senior Manager, Human Resources
Lowe's Services India Private Limited

Scanned with CamScanner

L&T Infotech

Date : December 10, 2014

Ref: L&T Infotech/HR/Campus/2015

Name : Kirthan R Kotian

College: SCE

Offer Of Intent

Congratulations!

We are pleased to make you this offer of intent for the position of **Graduate Engineer Trainee**. Upon your acceptance of this Offer and subject to you meeting all the applicable requirements under this Offer, we will share a detailed appointment letter,which will outline the specific employment terms and conditions. Please note this offer is not an offer or offer of employment or a legally binding contract of employment. The contents of this Offer are strictly between you and L&T Infotech. Please treat this Offer and the contents hereof as personal and confidential.

This Offer is valid subject to you:

- Total of not more than 4 re-attempts during your diploma and graduation
- Passing the final semester examination of graduation in the first attempt
- Securing an average of 60% and above across all semesters during graduation
- Securing 50% and above in SSC,HSC and /or Diploma
- Being found medically fit by an authorized doctor and authorizing no significant medical history
- Submitting a Service Agreement agreeing to serve the company for a period of 2 years from the date of commencement of training, delivering good performance from the day of joining, with no waivers
- Submitting all necessary documents at the time of joining
- Not more than 24 years of age as on 1st July 2015
- At the time of joining, the candidate should meet the above mentioned eligibility criteria with no standing ATKTs /Backlogs/ Arrears

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your qualification,experience or medical history, L&T Infotech reserves the right to revoke this Offer of Intent without any notice.

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

You will be continuously assessed during your training. If you do not complete the class room/on the job training to our satisfaction, your appointment automatically stands cancelled.This will be considered as breakage of service agreement and you will need to pay the amount mentioned.

During the period of training, your stipend will be as per the Annexure attached.

The Company provides limited shared accommodation to all outstation candidates, as an option to them, on first come basis during the classroom training at a charge equal to the cost of facilities.

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Bengaluru - 560 057

L&T Infotech-Confidential
Larsen&Toubro Infotech Ltd
L&T Powai Campus,Saki Vihar Road, Powai, Mumbai 400072,India
T+9122 6776 6776 F+91 22 2858 1615/1592/6776 6004 www.Lntinfotech.com

Registered Office
L&T House,Ballard Estate
Mumbai 400 001,India

L&T Infotech

On successful completion of training, you will be posted/transferred to any of our proposed SEZ/Customer Sites across India.In case the location has a location specific allowance , the same will be made applicable to you as per Company Policy.

Your employment will be governed by the rules , regulations and policies of the Company.

If the above stated terms are acceptable to you, kindly take a print, sign and send this Offer of Intent within thirty(30) days from the date of issue. If we do not receive your acceptance within thirty (30) days , this Offer of Intent will be deemec to have been rejected by you.

Kindly register yourself and address all your correspondence/queries on our "CampBuzz Portal".

Looking forward to a long and fru tful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.

Joji Varghese
Sr. HR Manager

I have read this Offer of Intent and accept the same

Signature
Date
Encl:Annexure

L&T Infotech

ANNEXURE

Salary in L&T Infotech

Salary Grade: GET

Component	Amount Rs./Per Annum	Amount Rs. /Per Month
Basic		7,800
HRA		3,900
Conveyance		800
Medical		1,250
Adhoc		9,481
Sub- Total (A)	278,772	23,231
Deferred Benefits Provident Fund		936
Sub- Total (B)	11,232	936
Total (A+B)	290,004	
Variable	10,000	
Total	300,004	

Note:

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2. For all other computations only basic salary will be reckoned.
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5. The Variable component will be payable at the time of confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same.
6. Any of the above allowances may be altered/withdrawn at the sole discretion of the management.

L&T Infotech

Date : December 10, 2014

Ref: L&T Infotech/HR/Campus/2015

Name : Kunal Kumar Roy

College: SCE

Offer Of Intent

Congratulations!

We are pleased to make you this offer of intent for the position of **Graduate Engineer Trainee.** Upon your acceptance of this Offer and subject to you meeting all the applicable requirements under this Offer, we will share a detailed appointment letter,which will outline the specific employment terms and conditions. Please note this offer is not an offer or offer of employment or a legally binding contract of employment. The contents of this Offer are strictly between you and L&T Infotech. Please treat this Offer and the contents hereof as personal and confidential.

This Offer is valid subject to you:

- Total of not more than 4 re-attempts during your diploma and graduation
- Passing the final semester examination of graduation in the first attempt
- Securing an average of 60% and above across all semesters during graduation
- Securing 60% and above in SSC,HSC and /or Diploma
- Being found medically fit by an authorized doctor and authorizing no significant medical history
- Submitting a Service Agreement agreeing to serve the company for a period of 2 years from the date of commencement of training, delivering good performance from the day of joining, with no waivers
- Submitting all necessary documents at the time of joining
- Not more than 24 years of age as on 1st July 2015
- At the time of joining, the candidate should meet the above mentioned eligibility criteria with no standing ATKTs /Backlogs/ Arrears

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During the period of training, your stipend will be as per the Annexure attached.

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Principal
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Bengaluru - 560 057

L&T Infotech

ANNEXURE

Salary in L&T Infotech

Salary Grade: GET

Component	Amount Rs./Per Annum	Amount Rs. /Per Month
Basic		7,800
HRA		3,900
Conveyance		800
Medical		1,250
Adhoc		9,481
Sub- Total (A)	278,772	23,231
Deferred Benefits Provident Fund		936
Sub- Total (B)	11,232	936
Total (A+B)	290,004	
Variable	10,000	
Total	300,004	

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Registered Office
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Mumbai 400 001,India

L&T Infotech

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Kindly register yourself and address all your correspondence/queries on our "CampBuzz Portal".

Looking forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.

Joji Varghese
Sr. HR Manager

I have read this Offer of Intent and accept the same

Signature
Date
Encl:Annexure

L&T Infotech

Date : December 10, 2014

Ref: L&T Infotech/HR/Campus/2015

Name : Pratik Sinha

College: SCE

Offer Of Intent

Congratulations.

We are pleased to make you this offer of intent for the position of **Graduate Engineer Trainee**. Upon your acceptance of this Offer and subject to you meeting all the applicable requirements under this Offer, we will share a detailed appointment letter,which will outline the specific employment terms and conditions. Please note this offer is not an offer or offer of employment or a legally binding contract of employment. The contents of this Offer are strictly between you and L&T Infotech. Please treat this Offer and the contents hereof as personal and confidential.

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Looking forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.

Joji Varghese
Sr. HR Manager

I have read this Offer of Intent and accept the same

Signature
Date
Encl:Annexure

L&T Infotech

ANNEXURE

Salary in L&T Infotech

Salary Grade: GET

Component	Amount Rs./Per Annum	Amount Rs. /Per Month
Basic		7,800
HRA		3,900
Conveyance		800
Medical		1,250
Adhoc		9,481
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Total (A+B)	290,004	
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L&T Infotech

Date : December 10, 2014

Ref: L&T Infotech/HR/Campus/2015

Name : Puja Singh

College: SCE

Offer Of Intent

Congratulations!

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14/5, Chikkasandra, Hesaraghatta Main Road
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T-9122 6776 6776 F-91 22 2858 1615/1592/6776 6004 www.Lntinfotech.com

Registered Office
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Mumbai 400 001,India

L&T Infotech

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Looking forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.

Joji Varghese
Sr. HR Manager

I have read this Offer of Intent and accept the same

Signature
Date
Encl:Annexure

L&T Infotech

ANNEXURE

Salary in L&T Infotech

Salary Grade: GET

Component	Amount Rs./Per Annum	Amount Rs. /Per Month
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14-15

L&T Infotech

Date : December 10, 2014

Ref: L&T Infotech/HR/Campus/2015

Name : Usha B Wali

College: SCE

Offer Of Intent

Congratulations!

We are pleased to make you this offer of intent for the position of **Graduate Engineer Trainee**. Upon your acceptance of this Offer and subject to you meeting all the applicable requirements under this Offer, we will share a detailed appointment letter,which will outline the specific employment terms and conditions. Please note this offer is not an offer or offer of employment or a legally binding contract of employment. The contents of this Offer are strictly between you and L&T Infotech. Please treat this Offer and the contents hereof as personal and confidential.

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Looking forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.

Joji Varghese
Sr. HR Manager

I have read this Offer of Intent and accept the same

Signature
Date
Encl:Annexure

L&T Infotech

ANNEXURE

Salary in L&T Infotech

Salary Grade: GET

Component	Amount Rs./Per Annum	Amount Rs. /Per Month
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14-13

L&T Infotech

Date : December 10, 2014

Ref: L&T Infotech/HR/Campus/2015

Name : Vidhyashree S

College: SCE

Offer Of Intent

Congratulations!

We are pleased to make you this offer of intent for the position of **Graduate Engineer Trainee.** Upon your acceptance of this Offer and subject to you meeting all the applicable requirements under this Offer, we will share a detailed appointment letter,which will outline the specific employment terms and conditions. Please note this offer is not an offer or offer of employment or a legally binding contract of employment. The contents of this Offer are strictly between you and L&T Infotech. Please treat this Offer and the contents hereof as personal and confidential.

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L&T Infotech-Confidential
Larsen&Toubro Infotech Ltd
L&T Powai Campus,Saki Vihar Road, Powai, Mumbai 400072,India
T-9122 6776 6776 F-91 22 2858 1615/1592/6776 600+ www.Lntinfotech.com

Registered Office
L&T House,Ballard Estate
Mumbai 400 001,India

L&T Infotech

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Kindly register yourself and address all your correspondence/queries on our "CampBuzz Portal".

Looking forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.

Joji Varghese
Sr. HR Manager

I have read this Offer of Intent and accept the same

Signature
Date
Encl:Annexure

L&T Infotech

ANNEXURE

Salary in L&T Infotech

Salary Grade: GET

Component	Amount Rs./Per Annum	Amourt Rs. /Per Month
Basic		7,800
HRA		3,900
Conveyance		800
Medical		1,250
Adhoc		9,481
Sub- Total (A)	278,772	23,231
Deferred Benefits Provident Fund		936
Sub- Total (B)	11,232	936
Total (A+B)	290,004	
Variable	10,000	
Total	300,004	

Note:

1. Basic will be reckoned for PF & Leave Encashment.
2. For all other computations only basic salary will be reckoned.
3. The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs.1,00,000/- PA.
4. The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable,if any, subsequent to the amendments of payment of Bonus Act.
5. The Variable component will be payable at the time of confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same.
6. Any of the above allowances may be altered/withdrawn at the sole discretion of the management.

L&T Infotech

Date : December 10, 2014

Ref: L&T Infotech/HR/Campus/2015

Name : Aishwarya B

College: SCE

Offer Of Intent

Congratulations!

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- Passing the final semester examination of graduation in the first attempt
- Securing an average of 60% and above across all semesters during graduation
- Securing 60% and above in SSC,HSC and /or Diploma
- Being found medically fit by an authorized doctor and authorizing no significant medical history
- Submitting a Service Agreement agreeing to serve the company for a period of 2 years from the date of commencement of training, delivering good performance from the day of joining, with no waivers
- Submitting all necessary documents at the time of joining
- Not more than 24 years of age as on 1st July 2015
- At the time of joining, the candidate should meet the above mentioned eligibility criteria with no standing ATKTs /Backlogs/ Arrears

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L&T Infotech

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Yours faithfully,

For Larsen & Toubro Infotech Ltd.

Joji Varghese
Sr. HR Manager

I have read this Offer of Intent and accept the same

Signature
Date
Encl:Annexure

L&T Infotech

ANNEXURE

Salary in L&T Infotech

Salary Grade: GET

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Basic		7,800
HRA		3,900
Conveyance		800
Medical		1,250
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Deferred Benefits Provident Fund		936
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L&T Infotech

Date : December 10, 2014

Ref: L&T Infotech/HR/Campus/2015

Name : Gnanarashmi N

College: SCE

Offer Of Intent

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Yours faithfully,

For Larsen & Toubro Infotech Ltd.

Joji Varghese
Sr. HR Manager

I have read this Offer of Intent and accept the same

Signature
Date
Encl:Annexure

L&T Infotech

ANNEXURE

Salary in L&T Infotech

Salary Grade: GET

Component	Amount Rs./Per Annum	Amount Rs. /Per Month
Basic		7,800
HRA		3,900
Conveyance		800
Medical		1,250
Adhoc		9,481
Sub- Total (A)	278,772	23,231
Deferred Benefits Provident Fund		936
Sub- Total (B)	11,232	936
Total (A+B)	290,004	
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L&T Infotech

Date : December 10, 2014

Ref: L&T Infotech/HR/Campus/2015

Name : Sowmya P

College: SCE

Offer Of Intent

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Yours faithfully,

For Larsen & Toubro Infotech Ltd.

Joji Varghese
Sr. HR Manager

I have read this Offer of Intent and accept the same

Signature
Date
Encl:Annexure

L&T Infotech

ANNEXURE

Salary in L&T Infotech

Salary Grade: GET

Component	Amount Rs./Per Annum	Amount Rs. /Per Month
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16/15

L&T Infotech

Date : December 10, 2014

Ref: L&T Infotech/HR/Campus/2015

Name : Vinay Prasad S K

College: SCE

Offer Of Intent

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Yours faithfully,

For Larsen & Toubro Infotech Ltd.

Joji Varghese
Sr. HR Manager

I have read this Offer of Intent and accept the same

Signature
Date
Encl:Annexure

L&T Infotech

ANNEXURE

Salary in L&T Infotech

Salary Grade: GET

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HRA		3,900
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L&T Infotech

Date : December 10, 2014

Ref: L&T Infotech/HR/Campus/2015

Name : Ankit Narayan Singh

College: SCE

Offer Of Intent

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Yours faithfully,

For Larsen & Toubro Infotech Ltd.

Joji Varghese
Sr. HR Manager

I have read this Offer of Intent and accept the same

Signature
Date
Encl:Annexure

L&T Infotech

ANNEXURE

Salary in L&T Infotech

Salary Grade: GET

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L&T Infotech

Date : December 10, 2014

Ref: L&T Infotech/HR/Campus/2015

Name : Shabdita

College: SCE

Offer Of Intent

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On successful completion of training, you will be posted/transferred to any of our proposed SEZ/Customer Sites across India.In case the location has a location specific allowance , the same will be made applicable to you as per Company Policy

Your employment will be governed by the rules , regulations and policies of the Company.

If the above stated terms are acceptable to you, kindly take a print, sign and send this Offer of Intent within thirty(30) days from the date of issue. If we do not receive your acceptance within thirty (30) days , this Offer of Intent will be deemed to have been rejected by you.

Kindly register yourself and address all your correspondence/queries on our "CampBuzz Portal".

Looking forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.

Joji Varghese
Sr. HR Manager

I have read this Offer of Intent and accept the same

Signature
Date
Encl:Annexure

L&T Infotech

ANNEXURE

Salary in L&T Infotech

Salary Grade: GET

Component	Amount Rs./Per Annum	Amount Rs. /Per Month
Basic		7,800
HRA		3,900
Conveyance		800
Medical		1,250
Adhoc		9,481
Sub- Total (A)	278,772	23,231
Deferred Benefits Provident Fund		936
Sub- Total (B)	11,232	936
Total (A+B)	290,004	
Variable	10,000	
Total	300,004	

Note:

1. Basic will be reckoned for PF & Leave Encashment.
2. For all other computations only basic salary will be reckoned.
3. The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs.1,00,000/- PA.
4. The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable,if any, subsequent to the amendments of payment of Bonus Act.
5. The Variable component will be payable at the time of confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same.
6. Any of the above allowances may be altered/withdrawn at the sole discretion of the management.

14-13

L&T Infotech

Date : December 10, 2014

Ref: L&T Infotech/HR/Campus/2015

Name : Surabhi S S

College: SCE

Offer Of Intent

Congratulations!

We are pleased to make you this offer of intent for the position of **Graduate Engineer Trainee**. Upon your acceptance of this Offer and subject to you meeting all the applicable requirements under this Offer, we will share a detailed appointment letter,which will outline the specific employment terms and conditions. Please note this is not an offer or offer of employment or a legally binding contract of employment. The contents of this Offer are strictly between you and L&T Infotech. Please treat this Offer and the contents hereof as personal and confidential.

This Offer is valid subject to you:

- Total of not more than 4 re-attempts during your diploma and graduation
- Passing the final semester examination of graduation in the first attempt
- Securing an average of 60% and above across all semesters during graduation
- Securing 60% and above in SSC,HSC and /or Diploma
- Being found medically fit by an authorized doctor and authorizing no significant medical history
- Submitting a Service Agreement agreeing to serve the company for a period of 2 years from the date of commencement of training, delivering good performance from the day of joining, with no waivers
- Submitting all necessary documents at the time of joining
- Not more than 24 years of age as on 1st July 2015
- At the time of joining, the candidate should meet the above mentioned eligibility criteria with no standing ATKTs /Backlogs/ Arrears

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your qualification,experience or medical history, L&T Infotech reserves the right to revoke this Offer of Intent without any notice.

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

You will be continuously assessed during your training. If you do not complete the class room/on the job training to our satisfaction, your appointment automatically stands cancelled.This will be considered as breakage of service agreement and you will need to pay the amount mentioned.

During the period of training, your stipend will be as per the Annexure attached.

The Company provides limited shared accommodation to all outstation candidates, as an option to them, on first come basis during the classroom training at a charge equal to the cost of facilities.

Principal
Sahyadri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

L&T Infotech-Confidential
Larsen&Toubro Infotech Ltd
L&T Powai Campus,Saki Vihar Road, Powai, Mumbai 400072,India
T+9122 6776 6776 F+91 22 2858 1615/1592/6776 6004 www.Lntinfotech.com

Registered Office
L&T House,Ballard Estate
Mumbai 400 001,India

L&T Infotech

On successful completion of training, you will be posted/transferred to any of our proposed SEZ/Customer Sites across India.In case the location has a location specific allowance , the same will be made applicable to you as per Company Policy.

Your employment will be governed by the rules , regulations and policies of the Company.

If the above stated terms are acceptable to you, kindly take a print, sign and send this Offer of Intent within thirty(30) days from the date of issue. If we do not receive your acceptance within thirty (30) days , this Offer of Intent will be deemed to have been rejected by you.

Kindly register yourself and address all your correspondence/queries on our "CampBuzz Portal".

Looking forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.

Joji Varghese
Sr. HR Manager

I have read this Offer of Intent and accept the same

Signature
Date
Encl:Annexure

L&T Infotech

ANNEXURE

Salary in L&T Infotech

Salary Grade: GET

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Sub- Total (B)	11,232	936
Total (A+B)	290,004	
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Total	300,004	

Note:

1. Basic will be reckoned for PF & Leave Encashment.
2. For all other computations only basic salary will be reckoned.
3. The Group Meciclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs.1,00,000/- PA.
4. The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any subsequent to the amendments of payment of Bonus Act.
5. The Variable component will be payable at the time of confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same.
6. Any of the above allowances may be altered/withdrawn at the sole discretion of the management.

IBM India Private Limited
Manyata Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India
Tel : 91-80-41039999
Fax: 91-80-41042409
www.ibm.com/in

Date : October 23, 2014

Name : Akshatha Hebbar

Contact Number : 9538554258

Your IBM Reference No : 2014204000052

Dear Akshatha Hebbar
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment.

The Expression of Interest shall remain valid until the earlier of date of the Letter of Offer or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Should you have any questions regarding your candidature, feel free to call us on 080-49140279 (Monday - Friday, 10:00AM -5:00PM), or email us at ibmcrecr@in.ibm.com.

Sincerely,

Abhilash V Nair
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name	AKSHATHA HEBBAR
Place of Residence	BANGALORE
Residence Contact No	080-23377837
Date	25/10/2014
Signature	

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

SAPTHAGIRI College of Engineering Creating Tomorrow

Kamalakshi Naganna <kamalakshinaganna@sapthagiri.edu.in>

Fwd: 2015 Mphasis- Letter of Intent (Engineers/MCA)

3 messages

dikshita hazarika <dikshita27hazarika@gmail.com> Wed, Dec 18, 2019 at 10:26 AM
To: kamalakshinaganna@sapthagiri.edu.in

FYI..

---------- Forwarded message ---------
From: **campushires** <campushires@mphasis.com>
Date: Wed, Oct 15, 2014, 3:08 PM
Subject: 2015 Mphasis- Letter of Intent (Engineers/MCA)
To: dikshita27hazarika@gmail.com <dikshita27hazarika@gmail.com>

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

Ref.No- MPCTH2015-0022

Dear Dikshita Hazarika

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of '**Trainee**' in **Band 5**, **Level 1** with Mphasis for the first 6 months at a CTC of INR 1,20,000 per annum.
- On completion of 6 months, you will move to **Band 5**, **Level 2** with a CTC of INR 2,50,000 per annum.
- A Bond for 24 months from your date of joining needs to be signed with MphasiS. Incase of default an amount of INR 1,00,000 will be recovered from the employee.

As you are currently in your last semester and are gearing 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 you:

1. Securing the required percentage, as set by Mphasis, in the final academic examinations
2. Securing the required percentage in the evaluation at the end of your training program at Mphasis
3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining

Your joining date will be communicated after you clear the above conditions.

We look forward to welcoming you to **ELLA, The Mphasis Learning Academy** at Mangalore. Should you need any further information, write to campushires@mphasis.com.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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Morse Micro Pty. Ltd.
Level 2 / 63 Foveaux Street
Surry Hills, NSW 2010
AU

04 December 2019

Ananya Mellekatte Subhash
27 Henry Street,
Noble Park, VIC 3000
AU

Dear Ananya

Letter of engagement

I am pleased to offer you employment with us at Morse Micro Pty. Ltd. (ACN 614 230 189) (**the employer/the company**) as a Graduate Engineer on the terms and conditions set out in this letter.

1. Position

1.1 This agreement will commence on 13 January 2020 and will continue until 13 July 2020 in accordance with this agreement.

1.2 Your employment will be full-time.

1.3 A probation period will apply for the first 6 months of your employment. During this time we will assess your progress and performance in the position.

1.4 During the probation period you or the employer may end your employment by providing notice in accordance with clause 6.1 below.

2. Ordinary hours of work

2.1 Your ordinary hours of work will be 38 per week, plus any reasonable additional hours that are necessary to fulfil your duties or as otherwise required by the employer.

3. Remuneration

3.1 You will be paid monthly at the rate of $5,000 00 per month.

3.2 The employer will also make superannuation payments on your behalf in accordance with the Superannuation Guarantee (Administration) Act 1992.

3.3 Your remuneration will be reviewed annually and may be increased at the employer's discretion.

4. Leave

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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4.1 You are entitled to leave (e.g. annual leave, personal leave, carers leave, compassionate leave, parental leave, community service leave and long service leave) in accordance with the National Employment Standards.

5. Your obligations to the employer

5.1 You will be required to:

(a) perform all duties to the best of your ability at all times;

(b) use your best endeavours to promote and protect the interests of the employer; and

(c) follow all reasonable and lawful directions given to you by the employer, including complying with policies and procedures as amended from time to time. These policies and procedures are not incorporated into your contract of employment.

6. Termination of employment

6.1 The employer may terminate your employment at any time by providing you with notice in writing in accordance with the Fair Work Act 2009.

6.2 You are entitled to an additional week's notice if you are over 45 years old and have completed at least 2 years of continuous service with the employer on the day the notice of termination is given.

6.3 If you wish to terminate your employment you are required to provide the employer with prior notice in accordance with the Fair Work Act 2009.

6.4 For a period of 6 months after your engagement with the Company has been terminated for whatever reason, you must not be engaged as an employee, independent contractor, adviser or in any other capacity in any business which, in the reasonable opinion of the Company, is in competition with the Company in the business of wireless chip design.

7. Confidentiality & IP

7.1 By accepting this letter of offer, you acknowledge and agree that you will not, during the course of your employment or thereafter, except with the consent of the employer, as required by law or in the performance of your duties, use or disclose confidential information relating to the business of the employer, including but not limited to client lists, trade secrets, client details and pricing structures.

7.2 You acknowledge that the employer owns all Intellectual Property (includes but is not limited to trademarks, patents, copyrights, processes know-how, registered designs or other like rights or any right to apply for registration of any of the former) created by you in connection with the Services, that now exists or that later comes into existence. You assign all your rights in such Intellectual Property to the employer. You will do all things and execute all documents necessary to secure the employer's ownership of the Intellectual Property.

8. Entire agreement

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8.1 The terms and conditions referred to in this letter constitute all of the terms and conditions of your employment and replace any prior understanding or agreement between you and the employer.

8.2 The terms and conditions referred to in this letter may only be varied by a written agreement signed by both you and the employer.

8.3 The obligations under this agreement survive termination or expiry of this agreement.

9. Governing law

9.1 This agreement is governed by, and is to be construed and take effect in accordance with, the laws of New South Wales. Each party irrevocably and unconditionally submits to the non exclusive jurisdiction of the courts of New South Wales, Australia.

To accept this offer of employment please a signed and dated copy of this letter to the employer by 9 December 2019 06:00 PM.

Yours sincerely

DocuSigned by:
Michael De Nil
19BC886B20244A...

Michael De Nil

Director

I, Ananya Mellekatte Subhash, have read and understood this letter and accept the offer of employment from Morse Micro Pty. Ltd. on the terms and conditions set out in the letter. Date: 04/12/19

Signature: Ananya.MS.

SERVING CERTIFICATE

1. This is to certify that **SS-49840K Lt Avinash Shukla** is a serving officer of the Indian Army. Presently, the officer is serving with 44 Armoured Regiment since Apr 2018. Date of birth of the officer is 01 Apr 1994 as per his service particulars held with this Regiment.

2. **Address**:-

(a) **Permanent Home Address**

House No 116
Jindal Aluminium Ltd
Jindal Nagar
Bangalore (Kar)
PIN - 560073

कैप्तन/ :मेजर
Capt / M
दण्डपाल
Adjt
४४ कवचित रे
44 Armd Regt

(b) **Official Address**

Lt Avinash Shukla
44 Armd Regt
c/o 56 APO
PIN- 912644

Station : c/o 56 APO

Dated : 01 Dec 18

44 ARMOURED REGIMENT
REGIMENTAL HEADQUARTERS
PIN-912644

कैप्तन/ मेजर
Capt / Maj
दण्डपाल
Adjt
४४ कवचित रेजिमेन्ट
44 Armd Regt

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

1SG11BT006

knoema

02nd July 2019,

Dear Ms. Kaarthika

Welcome to Knoema,

Based on our discussions we are pleased to offer you a position in our organization as **Data Engineer** with Annual Package (CTC: Cost of the Company) of **Rs. 3,03,722/- (Rupees Three Lakhs Three Thousand Seven Hundred and Twenty Two Only)**. The details of the terms and conditions of the offer of employment are provided in the enclosed annexure.

At Knoema, we believe to be working on a unique opportunity and are committed to make it a success. Being a flat, open and communicative organization; we encourage, promote and reward initiatives; dedication; competence and leadership. We foster and promote an environment for people to grow and fulfill their personal and professional aspirations. We look forward for professionals like you who would partner the future growth of the Organization. We are confident your skills and competencies you will be a valuable addition to the team.

We look forward to you joining us at our **Bangalore** office on or before 22nd July 2019.

Please endorse your acceptance by duly signing the duplicate copy of this letter and return it to the undersigned by mailing it on or before 03rd July 2019.

We take the opportunity and wish you every success during the period of your employment with KNOEMA.

Sincerely,
For Knoema

S. Balaji

Balaji Subbaraman
Director, Head-India

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangalore - 560 057

This Card is the property of Knoema
If found please return to the below address

Knoema IT Solutions India Pvt. Ltd.
"SV Towers", 2nd Floor 942
16th Main, BTM 2nd Stage
Bangalore 560 076. India
Ph: 080-42050235
www.knoema.com

knoema

Kaarthika D

EMP # 73

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

Gmail Parayya Vastrad <parayyavastrad90@gmail.com>

Greetings from Lumina Datamatics Ltd - Parayya M. Vastrad

2 messages

Dhanumathy.S <dhanumathy.subramanian@luminad.com> Fri, Jan 19, 2018 at 10:34 AM
Reply-To: dhanumathy.subramanian@luminad.com
To: parayyavastrad90@gmail.com
Cc: Babu.Thoppil@luminad.com

Parayya M Vastrad
1SG12IS407
2014-15, ISE

Dear Parayya,

Congratulations !

Based on your application, interviews and subsequent discussions with us, we are pleased to offer you the post of **"Junior Software Engineer"** in **Grade "S01"** at our **"Bangalore "**office.

Your date of joining with us will be on **22-January-2018**

We request you to confirm your acceptance of this offer by responding to this e-mail on or before **19- January-2018.**

Details regarding the salary and benefits have already been discussed and mutually agreed upon. Accordingly, the letter of appointment will be issued on the day you join the services of our Company.

The attachment has the details of the documents to be carried on your date of joining.

For any further clarifications, please feel free to revert to us.

We look forward to you being a part of the LUMINA DATAMATICS family!

Best Regards,

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Dhanumathy S

Sr. Group Leader - Human Resource

LUMINA DATAMATICS

(CL):+91 95974 42444

(E):dhanumathy.subramanian@luminad.com

www.luminadatamatics.com

Kalaivani N
1SG12IS403
2014-15, ISE

Scanned by CamScanner

INFOSYS BPO LIMITED

Infosys

2020-21-11:54

HRD Infosys/BPO 1137936

Date 22nd August 2016

Ms. Kalaivani N

Address : Bangalore

STRICTLY PRIVATE & CONFIDENTIAL

Dear Kalaivani,

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**	:	**JB**
d)	**Date of Joining**	:	**22nd August 2016**
e)	**Location of Posting**	:	**Bangalore KEC**
f)	**Gross Salary per month**	:	**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 allowance is paid monthly prorated to actual no. of days worked in a voice process. This is not applicable for employees in various BEF streams.
- Shift Allowance - This allowance is paid monthly prorated to the actual no. of days worked in a particular shift. 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

Sign your name

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Infosys®
POWERED BY INTELLECT
DRIVEN BY VALUES

HRD/3T/15-16/64360052

July 27, 2015

Ms. Vibhavari B
Candidate ID: 64374382
House No. 48 / 1 ,10 - New, 7Th Cross, SP Extension,
Maileshwaram,
Bangalore, Karnataka
IN - 560003
Ph: (91) 9742352994

Dear Vibhavari,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

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

Warm regards,

SRIKANTAN MOORTHY
EVP AND GROUP HEAD - HUMAN RESOURCES

Certification signature by MOORTHY SRIKANTAN <TANMOORTHY@INFOSYS.COM>, Validity Unknown
Digitally signed by MOORTHY SRIKANTAN
Date: 2015.07.27 16:58:46 IST
Reason: Offer Letter
Location: BENGALURU

INFOSYS LIMITED
CIN:L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

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

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Infosys®
POWERED BY INTELLECT
DRIVEN BY VALUES

HRD/3T/15-16/64360052

July 27, 2015

Mr. Pramodh D
Candidate ID: 64374434
Dasu K.V Cloth Merchant, Channanakoppalu,
Kikkeri K.R. Pet, Mandya,
Bangiore, Karnataka
IN - 571425
Ph: (91) 8546965132

Dear Pramodh,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

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

Warm regards,

SRIKANTAN MOORTHY
EVP AND GROUP HEAD - HUMAN RESOURCES

Certification signature by MOORTHY SRIKANTAN <TANMOORTHY@INFOSYS.COM>. Validity Unknown
Digitally signed by MOORTHY SRIKANTAN
Date: 2015.07.27 18:58:57 IST
Reason: Offer Letter
Location: BENGALURU

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

INFOSYS LIMITED
CIN:L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

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

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

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

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

Yours sincerely,

SRIKANTAN MOORTHY
EVP AND GROUP HEAD - HUMAN RESOURCES

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

Date: _____, 20_____

_____
Sign your name

_____ _____
Print your name Location

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

INFOSYS LIMITED
CIN:L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

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

Infosys®
Navigate your next

HRD/COV/12519388/18-19

October 26, 2018

Mr. Aditya Mukund
C2, KR and MR Building, Opposite Usha Kiran Annex,
Arvind Avenue Road, Kundalahalli Gate,
Bangalore - 560037
India

Ph: (91)8147146562

Dear Aditya,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by RICHARD LOBO
Date: 2018.10.26 17:17:16 IST
Reason: OFFER LETTER
Location: BENGALURU

INFOSYS LIMITED
IL Pune SEZ Developers
Plot no 24/3
Rajiv Gandhi InfoTech Park
Hinjewadi , Taluka Mulshi
Pune 411 057, India
T 91 20 2293 2800
F 91 20 2293 2832

Corporate Office:
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bengaluru 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Principal
Sapthagiri College of Engineering
#14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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

Infosys®
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HRD/12519388/18-19

October 26, 2018

Mr. Aditya Mukund
C2, KR and MR Building, Opposite Usha Kiran Annex,
Arvind Avenue Road, Kurdalahalli Gate,
Banaglore - 560037
India

Ph: (91)8147146562

Dear Aditya,

Congratulations! We are delighted to make you an offer as **Senior Associate Consultant** and your role is **Associate Consultant**.

Here are the terms and conditions of our offer:

Joining date

Your scheduled date of employment with us will be **December 24, 2018.**

Location

Your location for employment is **Pune(SEZ), India** ("work location"). You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

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

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

Probation and confirmation

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

INFOSYS LIMITED
IL Pune SEZ Developers
Plot no 24/3
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askus@infosys.com
www.infosys.com

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

Leave

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

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.
An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Compensation and Benefits

Salary

Your Fixed Gross Salary will be **INR 50,251** per month and Total Gross Salary inclusive of Performance Bonus (at an indicative payment of 100%) will be **INR 55,834** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I.

Performance Bonus

You will be eligible to participate in the Company's discretionary Bonus Plan. Your maximum Performance Bonus (at a payment of 100%) is **INR 5,583**. This payment of your Bonus can vary from 0% to 100% depending on individual, group and Company performance.

Guaranteed Performance Bonus

For the first six (6) months of your employment with Infosys, you will be paid **50%** of your maximum Performance Bonus as Guaranteed Bonus. Performance Bonus is inclusive of, and not in addition to Guaranteed Bonus. The Bonus Plan which has been attached provides all the details. The break-up of your compensation has been provided in the Compensation Details sheet in Annexure - I.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at **20%** of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet in Annexure - I of this letter. The mode of payment for Financial Year 18-19 will be as follows:

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

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above mentioned heads, within your BOA, according to your preferences and income tax plans.

National Pension Scheme

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

Insurance

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

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 8,200,000** of which **INR 4,200,000** is covered towards natural death, and **INR 4,000,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 325**.

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

Notice Period

During probation, your services can be terminated with one month's notice or salary thereof by either parties. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

Background Checks

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

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

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

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

Other Terms & Conditions

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

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

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

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

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

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

Date: _____, 20_____

_____
Sign your name

_____ _____
Your name **Location**

Enclosures: Non-Compete Agreement (Annexure II)
Bonus Plan (Annexure IV)
Information Sheet (Annexure III)

Signature Not Verified
Digitally signed by RICHARD LOBO
Date: 2016.10.26 17:17:16 IST
Reason: OFFER LETTER
Location: BENGALURU

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ANNEXURE I

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Aditya Mukund**
ROLE	**Associate Consultant**
ROLE DESIGNATION	**Senior Associate Consultant**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,100
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (HRA, LTA, Medical Allowance, Children's Education Allowance, Transport / Allowance, Miscellaneous Allowance)	28,088
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	3,078
MONTHLY GROSS SALARY	**47,366**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	162

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	1,944
GRATUITY - 4.81% of (Basic + FDA)*	779
FIXED GROSS SALARY (1+2+3)	**50,251**

4. PERFORMANCE BONUS	**At an indicative Payout of 50%**	**At an indicative Payout of 100%**
PERFORMANCE BONUS	2,792	5,583
TOTAL GROSS SALARY (Inclusive of Bonus)	**53,043**	**55,834**

OTHER BENEFITS

Scheme	Eligible Amount in INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	Fifty Thousand (Without Security)	@7%	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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ANNEXURE II

NON-COMPETE AGREEMENT

I, _____ do hereby acknowledge and confirm the following:-

(1) I am accepting employment with Infosys Limited ("Infosys"). Now, as per the presents below, I agree to the following terms herein and acknowledge that this is a material condition of my employment with Infosys Limited.

(2) I am required, on behalf of Infosys, to provide services to, or solicit business from, various clients of Infosys for whom I performed services as a Company employee (each such client hereinafter referred to as a "Customer").

(3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys for any reason, I will not:

a. accept any offer of employment from any Customer, where I had worked in a professional capacity with that Customer in the twelve (12) months immediately preceding the termination of my employment with Infosys;

b. accept any offer of employment from a Named Competitor of Infosys, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Infosys.

For the purposes of this Non Compete Agreement, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:-

i. Tata Consultancy Services Limited
ii. Accenture Limited
iii. International Business Machines Corporation
iv. Cognizant Technology Solutions Corporation
v. Wipro Limited

Place :

Employee Signature :

Date :

Employee Name :Mr.Aditya Mukund

Acknowledged by Infosys Limited:

Siddhant Technologies

#501, II Floor, 4th Main, 11th 'A' Cross
West of Chord Road, 2nd Stage
Mahalakshmipuram, Bengaluru - 560 086
INDIA.

JOB OFFER LETTER

Date: 15-02-2015

To
Arshiya Barein
Computer Science Branch
Sapthagiri College of Engineering
Bangalore -560057

Dear **Arshiya Barein,**

We are pleased to offer you the position of Trainee Engineer at ***Siddhant Technologies.***

You have to join the company any day on the first week of June 2015 and your starting salary will be 2.3 Lakhs per annum.

Please report to the proprietor prior to your commencement of working. You are required to complete the necessary payroll and personnel forms and your company perks and package will be explained to you in detail by our HR Manager. Additionally, we require every employee of **Siddhant Technologies** to complete the enclosed Confirmation of At-Will Employment Form and sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

We look forward to your arrival, so kindly send us the acceptance to ***Siddhant Technologies***

If you have any questions of comments, please call me immediately.

Faithfully,

ANAND

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

SIDDHANT TECHNOLOGIES

RESOURCE
real estate solutions

Job Offer Letter

Date: 10-02-2015

Dear Charutha B,

We are pleased to offer you the position of Design Engineer at FIRST RESOURCE Company.

Your job will commence on 20-08-2015 and your starting salary will be 2.5 Lakhs per annum.

Please report to Mr. Veerendra Kumar, Managing Director on 10-08-2015 prior to your commencement of employment. You will be required to complete necessary payroll and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of FIRST RESOURCE Company to complete the enclosed Confirmation of At-Will Employment Form and sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

We look forward to your arrival at FIRST RESOURCE Company.

If you have any questions of comments, please call me immediately.

Very truly yours,

Mr. Veerendra Kumar

Managing Director

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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HRD/3T/15-16/64360052

July 27, 2015

Ms. Jagadevi S Kori
Candidate ID: 64374402
Jagadevi Nivas, H No8/1 1/497,
Sharan Nagar Opposite, KPTCL Office,
Bidar, Karnataka
IN - 585401
Ph: (91) 8277387884

Dear Jagadevi,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

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

Warm regards,

SRIKANTAN MOORTHY
EVP AND GROUP HEAD - HUMAN RESOURCES

Signature Not Verified
Digitally signed by MOORTHY SRIKANTAN
Date: 2015.07.27 16:58:49 IST
Reason: Offer Letter
Location: BENGALURU

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

INFOSYS LIMITED
CIN: L85110KA1981PLC013115

44 Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
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askus@infosys.com
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HRD/3T/15-16/64360052

July 27, 2015

Ms. Jagadevi S Kori
Candidate ID: 64374402
Jagadevi Nivas, H No8/11/497,
Sharan Nagar Opposite, KPTCL Office,
Bidar, Karnataka
IN - 585401
Ph: (91) 8277387884

Dear Jagadevi,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 14, 2015 .**

Location

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

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

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

Training Period:

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

Probation and confirmation

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

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangalore - 560 057

Leave

You are entitled to Earned Leave right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.
An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

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

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 22,500 per month** and Total Gross Salary post training will be **INR 27,084 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) which ranges between 5% and 15% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2015-16 will be as follows:

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

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above mentioned heads, within your BOA, according to your preferences and income tax plans.

National Pension Scheme

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

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 2,50,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 150**.

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

Notice period

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

Background checks

The Company may, at its discretion, conduct background checks prior to or after your scheduled date of joining. You expressly consent to the Company conducting such background checks. Please see the "Offer Annexure for India" for the documents that you are required to submit in this regard.

The Company, at its discretion, may request further validation of the details provided by you. If the outcome of the background check is found to be unsatisfactory, we reserve the right, in our sole discretion, to withdraw this offer without notice nor compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

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

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

Other terms and conditions

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

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment programme 2014-2015. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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

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

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

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

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

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

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

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

Yours sincerely,

SRIKANTAN MOORTHY
EVP AND GROUP HEAD - HUMAN RESOURCES

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

Date: _____, 20_____

_____
Sign your name

_____ _____
Print your name Location

INFOSYS LIMITED
CIN:L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

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ANNEXURE-I
(Compensation post Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Jagadevi S Kori**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	7,730
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	11,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,678
MONTHLY GROSS SALARY	**21,978**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	88

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	1,060
GRATUITY - 4.81% of (Basic + FDA)	425
FIXED GROSS SALARY (FGS) (1+2+3)	**23,551**

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 15%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,178	2,355	3,533
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)			24,729
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)			25,905
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)			27,084

OTHER BENEFITS

Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

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DRIVEN BY VALUES

ANNEXURE-II
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Jagadevi S Kori**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	6,420
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance and Miscellaneous Allowance)	9,277
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,429
MONTHLY GROSS SALARY	**18,226**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	75

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	902
GRATUITY - 4.81% of (Basic + FDA)	362
FIXED GROSS SALARY (FGS) (1+2+3)	**19,565**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At an indicative Payout of 10%**	**At an indicative Payout of 15%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	978	1,957	2,935
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)			20,543
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)			21,522
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)			22,500

OTHER BENEFITS				
Scheme	**Eligible Amount in INR**	**Interest**	**Monthly Installments**	**Margin Money (To be borne by the employee)**
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

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Aug 19, 2015
Bangalore

Welcome Letter

To,

Mr. Keerthi Sagar C S,
No.5, 7th cross, Poornapura,
Gokula(P),
Bangalore - 560054

Dear Mr.Keerthi,

Congratulations and welcome to Randstad family! We are delighted to have you as part of our organization. Your role and association with us is critical in fulfilling the mission of our organization. We hope, our association will be professionally meaningful and mutually beneficial.

We will do our best to help you be a productive member of the family through our various programs. In this direction, we have created some exclusive facilities for you:

http://apps.randstad.in/ourpeople enables you to access and download your monthly pay slips, edit personal details, download forms required for registering your employment for various statutory benefits. We invite you to log into this website with your user name and password given below. You have the option of changing your password afterlogging in.

Your User ID :keerthi.482308

Your Password :Keer482308

Randstad Help Desk is another additional facility for you to have all your queries addressed. The facility is currently available Monday through Friday, 9:30 am to 6:30 pm. You may contact the Help Desk through one of the three methods below:

Log in to http://apps.randstad.in/ourpeople
Call us at 09282348709 or Toll free 1300 425 5944
Email us to flexicare@randstad.in

As a new entrant, we would like you to know that Randstad is known for continuing to adhere to and live by the core values established in our early days. It's good to know we continue to keep to and live by these values today.Theyare:

To Know - We are experts. We know our clients, their companies, our candidates and our business. In our business it's often the details that count the most.

To Serve - We succeed through a spirit of excellent service, exceeding the core requirements of our industry.

To Trust - We are respectful. We value our relationships and treat people well.

Striving For Perfection - We seek to improve and innovate constantly. It's our job to help our clients and candidates to find satisfaction in all their pursuits. This is what gives us the edge.

Simultaneous Promotion Of All Interests - We take our social responsibility seriously. Our business must always benefit society as a whole.

I wish you all the very best as you embark on an exciting journey with Randstad while enhancing your professional stature, along the way.

Sincerely yours,

Moorthy K Uppaluri
CEO

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Registered Office :
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Date : 19/08/2015

OL/AKAMAI TECHNOLOGIES/AUG/2015

Mr. Keerthi Sagar C S,
No.5, 7th cross, Poornapura,
Gokula(P),
Bangalore - 560054

Dear Mr. Keerthi Sagar C S,

APPOINTMENT LETTER

We are pleased to offer you employment in our organisation as ASSOCIATE PLATFORM OPERATIONS ENGINEER CONSULTANT , on the following terms and conditions:

Notwithstanding this, in the event of the project/ work for which you are being employed comes to an end before the aforementioned period, this employment shall be co-terminus with the aforementioned project/work.

2) During the period of your employment, your services could be deputed at the sole discretion of the Management to any of our clients' company to do work pertaining to or incidental to the clients business.

3) Details of your salary break up with components are as per the enclosure.

4) Apart from the above any other expenses including traveling expenses incurred by you in connection with its obligations under this engagement, with the prior approval of our client, shall be reimbursed by Randstad at actuals subject to submission of appropriate bills, receipts and supporting documents related to such expenses.

5) You will be covered under a Group Accident Insurance Scheme to the extent of 3 times of your annual CTC and medical insurance upto Rs.500000/- per annum. This policy will come into effect after 30 days of employee joining the company

6) You will be eligible for leave as per the company policy, during the period of your contract of employment.

You will be entitled to all other statutory benefits wherever applicable during your employment.

8) You are advised to read and understand Randstad Health & Safety Policy for deputees, and comply with relevant policies that are in practice of clients. Adherence to the stated and relevant policies is a condition of employment with Randstad. In the event you are found to be non-compliant of any of the applicable policies, Randstad reserves the right to take necessary action against you.

9) The employment shall be terminable by either party giving 30 day's notice in writing or salary in lieu of notice, to the other.

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We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members of the Randstad family. As a new entrant, we would like you to whole-heartedly contribute in this process.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us.

With warm regards,
Yours truly,

Willem Verhaagen
CFO

I hereby accept the above mentioned terms and conditions

Signature :

Date :

Registered Office :

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Date : 19/08/2015

OL/AKAMAI TECHNOLOGIES/AUG/2015

Mr. Keerthi Sagar C S,
No.5, 7th cross, Poornapura,
Gokula(P),
Bangalore - 560054

Dear Mr. Keerthi Sagar C S,

DEPUTATION

Further to clause 3 of your letter of employment, we are pleased to advise you that your services are being deputed to Akamai Technologies India Pvt. Ltd. with effect from 05/08/2015. The terms and conditions of your deputation will be as follows:

1) You will, with effect from 05/08/2015, be required to work at our clients office/ premises at any of their locations.

2) During the tenure of the deputation, you will continue to be an employee of Rancstad .

3) In the day to day functioning or carrying out all responsibilities, you will receive instructions from Akamai Technologies India Pvt. Ltd. and will undertake to abide by any suggestions, etc. given by any assigned person(s).

4) You shall also abide by any training that may be offered to you by Akamai Technologies India Pvt. Ltd..

5) You shall be bound to follow the working hours of Akamai Technologies India Pvt. Ltd. .

6) You shall take care not to disclose confidential information / trade secrets, etc that you may come across in the course of your responsibilities to anyone outside Akamai Technologies India Pvt. Ltd. . and use such information only in connection with the service provided to Akamai Technologies India Pvt. Ltd..

7) You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against Akamai Technologies India Pvt. Ltd. or any of our clients.

8) You shall not engage in any act subversive of discipline in the course of your duty/ies in the property of Akamai Technologies India Pvt. Ltd. or outside, and if you were at any time found indulging in such act/s, we reserve the right to initiate disciplinary action as is deemed fit, against you.

9) You shall be responsible for protecting the property of Akamai Technologies India Pvt. Ltd. entrusted to you in the due discharge of your duties and shall indemnify Akamai Technologies India Pvt. Ltd. when there is a loss of any kind to the said property.

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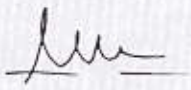
All the other terms and conditions of your employment remain unchanged.

Please sign the duplicate copy of this letter as a token of having read and acknowledged the contents and return it to us.

With warm regards,
Yours truly,



Willem Verhaagen
CFO

I hereby accept the above mentioned terms and conditions

Signature :

Date :

Registered Office :

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Name: Mr. Keerthi Sagar C S	AKAMAI TECHNOLOGIES38309	
Centre: Bangalore	Deputee ID: 482308	
Designation: ASSOCIATE PLATFORM OPERATIONS ENGINEER CONSULTANT	Location: Bangalore	
P.O.E: 05/08/2015	Level: L8	
D.O.B: 10/09/1993	Cost to the Company (Rs.)	
Father's Name: Siddaiah Jogisiddappa	Monthly	Annual
Basic	15575	186900
House Rent Allowance	6230	74760
Conveyance Allowance	1600	19200
Deputation Compensatory Allowance	10414	124968
Telephone Allowance	2000	24000
Medical Reimbursement	1250	15000
Gross Salary	**37069**	**444828**
Provident Fund (Employer's Contribution)	1869	22428
CTC (Cost to Company)	**38938**	**467256**
Deductions		
Professional Tax	200	2400
Provident Fund (Employee's Contribution)	1869	22428
Total Deductions	2069	24828
Projected Take Home	**35000**	**420000**

Eligible for variable component @ 6% of the fixed salary per annum. At the end of every calender year, client will evaluate the companys performance against the financial goals. The payout will be then determinde takinginto account the individuals perfomance during the year. Deputee will be eligible for prorated payment based on earnings during the year and should be in good standing at the time of payment. Also deputee needs to be in the rolls of the company on the day of performance bonus payout.

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Date : 19/08/2015

Dear Mr. Keerthi Sagar C S,

General Terms & Conditions

1. You will have to provide signed copies of all documents and forms in the joining kit including the signed offer letter to Randstad India Private Ltd. (RIPL) within a period of 30 days from your date of joining. The documents can be either couriered or handed over in person at the designated RIPL offices. You will not be eligible for payroll in the subsequent months if these documents are not received within the 30-day period from your date of joining.
2. RIPL is working towards having a safe transaction mode for all payments and follows the practice of remitting salary, reimbursement, F&F and other payments directly to your designated bank account. You are required hereby to confirm your acceptance of the same and provide your Bank Account details with proof (cancelled cheque or copy of bank pass book or bank statement) within 15 days of the date of joining to RIPL personnel at the designated RIPL offices or sent an e-mail with scanned copy of the proofs mentioned to flexicare@randstad.in mentioning "bank account details" in the subject line of the mail.
3. You will have to provide your PAN card details within 15 days of your date of joining
   a. In case, you don't have a PAN card, you will have to apply and provide the acknowledgement copy within 15 days from the date of joining.
   b. In case you do not provide PAN card details and your income falls under the taxable limits, you will be paid your monthly salary after deduction of taxes as per the existing tax laws.
4. Your pay slips will be available online for viewing, downloading and printing. This is a digitally generated document and does not require a physical signature for verification. The pay slip will be available at the end of first week of the month and will be deemed to have been received and accepted by you. For any clarifications or queries, regarding the same you can send an email to flexicare@randstad.in referencing your RIPL employee ID.
5. In case of any reimbursable components in your salary structure, you will be required to submit necessary proofs of payments and bills for the same, failing which the payments will be made after deduction of appropriate taxes.
6. If you are eligible for ESIC benefits and have an existing ESIC number, please inform in advance through the ESIC nomination form in your joining kit to retain the existing ESIC number. For PF transfer from an existing PF account, you will need to fill and submit the PF transfer form in your joining kit.
7. RIPL does not accepts or retain any original certificates/ documents pertaining to your educational and other qualifications. You may be required to produce the same for verification purposes only, if requested by authorized RIPL personnel.
8. You will have to complete all the exit formalities and hand over any assets including but not limited to ID cards, laptops, mobiles, etc. in your custody before your Last Working Day (LWD) in the organization. Your Full & Final Settlement (F&F) will be completed only if the exit formalities are done on time, which shall not exceed 45 days.
9. Your F&F settlement amount will be transferred to the bank account used for your salary transactions. In case, there are dues to be recovered from you in the F&F settlement, you will be issued your relieving letter and experience letters only on clearance of these dues.

With warm regards,
Yours truly,

Willem Verhaagen
CFO

I hereby accept the above mentioned terms and conditions

Signature :

Date :

Registered Office :

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HEALTH AND SAFETY POLICY

1.Introduction

Randstad recognizes people as its most important asset and is committed to ensuring safe and healthy work environment for all its employees and people visiting its premises.

Randstad's Corporate Policy necessitates a specific Health & Safety Policy for its outsourced employees. Given that our EWs are deputed to various client sites, where each client's Health & Safety Policy would be different, it is our commitment to ensure that our EWs have safe working conditions, where risks if any, are well managed and our clients treat all our EWs as they would treat their direct employees in matters of health & safety.

This document is to be read and thoroughly understood by all Randstad EWs at the time of joining an assignment; it requires them to be aware of the policy and our recommendations for safe working practices.

We assure that we will not depute an EW to a client site, which causes an Occupational Hazard or risk to Health. We will only work with clients who are aligned to our Health & Safety Policy for EWs. Additionally, we advise our EWs and employees to bring to our notice, situations that an EW might encounter and could be a potential health & safety issue.

We also ask our EWs not to endanger themselves or their colleagues at work by violating any safety rules, and to comply with work place instructions besides ensuring that they wear Personal Protective Equipment where advised. Our EWs are asked not to interfere with or misuse anything provided for their safety, health and welfare. This is a condition of employment with Randstad.

Management reviews will be held each year to review implementation of this policy and draw upon further improvements for the following year. These improvements will include the policy itself and the associated business processes to attain objective of this policy.

2. Health & Safety Policy

Health & Safety in the work place is every one's responsibility. Randstad regards promotion of Health & Safety measures as a mutual objective for the management and employees, including deputed employees.

Randstad has factored in statutory requirements while arriving at this Health & Safety Policy.

General Safety

1. Ensure that you are aware of your own responsibilities in respect of relevant health, safety and environmental matters.

2. Follow instructions the way it is meant to be. Use entries and exits, lifts in the manner it is meant to be.

3. Ensure you have your EW ID card on your person at all times with your photograph, Randstad contact details and Nos. displayed in a clear manner.

4. If you have a visitor, ensure your visitor signs in and receives a security pass. Do not take your visitor into the client premises without permission.

5. If you identify a suspect package, do not touch it, inform your office facilities or securities manager.

6. You will not enter your work premises while under the influence of alcohol, drugs or any substance which may endanger your health or safety and/or that of any other person.

7. Beware of fact that many things which may be obvious get overlooked while working. Thus, appropriate care and concentration is required at work to ensure general safety.

Fire Safety

1. Ensure familiarity with the fire safety procedures in work place. Most organizations have fire safety training as a statutory requirement. Ensure you attend the same, after seeking necessary permission from your reporting manager.

2. Understand different kinds of fire fighting equipments installed at your work place.

3. Please become familiar to the sound of the fire alarm and know the emergency/fire exits. These are not normal entry/exits. These exits are signed with the statutory fire exit signs.

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4. Attend fire drill if any at your work place and undergo evacuation training.

5. Avoid taking personal risks; do not try to tackle fire on your own.

Accident & First Aid

Familiarize yourself with the First Aid arrangements at your work place. Do not leave vehicles or items relating to your work in places other than that which is designated. This will help prevent accidents.

1. Follow rules on speed limit and wearing safety gear as is prescribed at the work environment that you are at.

2. If your office premises require you to wear a helmet while entering or exiting, comply with the same.

3. In the event of an accident, do not handle it on your own; follow procedures that you may have been trained in; inform the facilities manager or emergency numbers provided.

4. Understand accident report procedures at your work site.

5. Always let someone know, where you are going and your expected time of return.

As a Randstad EW, you have the right to:

1. Work in places where all the risks to your health and safety are properly controlled.

2. To stop working and leave the area if you think you are in danger.

3. [redacted] inform your employer about health and safety issues or concerns.

Recommendations for Common Safe Working Practices

1. Do not smoke in areas prohibited.

2. Do not overload electrical outlets.

3. Do not expose electric conduits/plugs/sockets to water.

4. If your work requires you to lift weight frequently, understand load management procedures at work.

5. Do not operate machinery unless you have been trained and authorized to do so.

6. Never throw anything from any height.

7. If you use tools as part of your work use only the right and authorized tools.

8. Report any Health and Safety incidents whether they result in injury or not to your respective Randstad anchor.

9. Co-operate in the investigation of accidents with the objective of introducing measures to prevent recurrence.

Moorthy K Uppaluri

CE[redacted]

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Sapient®

Mallikarjuna Kr
kanagabatte tarikere T
Chikmagalur
Karnataka-577549

April 7, 2016

Dear **Mallikarjuna**,

We are delighted to offer you a position as **Trainee, Production Support** with Sapient Consulting Private Limited ("Sapient").

Sapient will provide you with a total compensation package that consists of your base salary and statutory retirement benefits.

The Total Cost to Company offered to you is INR 350,254/- which includes the following:-

- An annualized base salary of INR 320,000/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **April 11, 2016**. You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Bangalore**, India.

In addition to your salary, you will be entitled to:-

- Receive one time Relocation Allowance and other applicable benefits at the discretion of Sapient in accordance with the Sapient India Domestic Relocation Policy as amended from time to time.

- Participate in the Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

You will be required to sign a training agreement on joining Sapient. Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Sapient within 18 months of the **April 11, 2016** you would be required to pay INR 150,000 in accordance with the terms of the training agreement.

On your first day of employment, please report to our office at **Bangalore** at **8:00 a.m.** along with the documents mentioned in Annexure 'C'. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Sapient.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

Sapient®

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Sapient to be motivating and challenging.

Best Regards
KAMESHWARI RAO
Kameshwari Rao
Vice President, People Strategy | Sapient

I hereby accept and agree to this employment contract. I agree to abide by the policies, rules and regulations of the Company as detailed below.

Signature : _____
Name : **Mallikarjuna Kr**
Date : _____

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Employee Name	Mallikarjuna Kr	Level/Designation	Trainee, Production Support	
			Salary Structure	
S.No.	Components	Components Details	Monthly	Annual
A	**Fixed**			
1	Basic Salary	35% of Base Salary	9,333	112,000
2	Conveyance Allowance	Fixed Amount	1,600	19,200
3	Medical Reimbursement	Reimbursable component shall be reimbursed on production of actual bills. Bills submission window opens twice in a financial year. In the absence of bills, remaining amount will be paid at the end of financial year, post deduction of taxes from the amount.	0	15,000
B	**Flexible**			
4	House Rent Allowance	Can be fixed at 10% or 21% of Base Salary	5,600	67,200
5	Leave Travel Assistance	Default amount will be set as zero or can be claimed once a year as per entitlement per career stage	0	0
	Special Allowance			
6	Special Allowance	Base Salary - (Fixed elements + Flexible Element)	8,883	106,600
	Optional Benefits			
7	Meal Coupons	Optional benefit to buy meals at INR 100 per day for 20 days (on an average). Default amount will be set as zero.	0	0
8	Car Lease Scheme	Available for Sr. Associate & above. Associate can join the scheme post 2 year completion. Default amount will be set as zero.	0	0
9	Car Fuel and maintenance	Optional benefit to enroll in to car fuel and maintenance for self-owned car for an amount of INR 2000 per month. Default amount will be set as zero.	0	0
10	Driver Salary	Optional benefit to enroll in to driver's salary for self-owned car for an amount of INR 1000 per month. Default amount will be set as zero.	0	0
C	**Base Salary = (1-2+3+4+5+6)**		**25,417**	**320,000**
D	**Total Cash = (C)**			**320,000**
11	Provident Fund	12% of Basic Salary *In case the Basic Salary is less than INR 15,000, the contribution shall be INR 1,800.	1,800	21,600
12	Gratuity	Deemed Value *Calculated at 4.81% of the basic salary (1.68% of base salary). The minimum annual value is INR 8,554 while the maximum aggregate value is INR 10,00,000.	721	8,654
E	**Total Retiral Benefits (Company Contribution)**		**2,521**	**30,254**
	Total Cost to the Company (Before Tax Deduction) = D+E			**350,254**

**The above stated elements of compensation are taxable as per applicable Income Tax Laws. All the figures are n INR (India Rupees) only.

*Note: The Program may be amended cr withdrawn at any time and plan guidelines may be adjusted at the Company's discretion

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Other Company Benefits	
Sapient India Group Mediclaim Insurance Policy	
Medical Coverage	Floater of INR 8,00,000 per family (INR 3,00,000 per family plus INR 5,00,000 corp. buffer)
Family members covered	Self, Spouse & two children
Group Life Insurance Policy: India	
Term Life Insurance (TLI) is the most basic form of life insurance. If the death of the insured individual occurs within his/her Sapient tenure, the insurance company will pay the death benefit. No money is paid at the time of individuals exit. For more information please read through the details available on the Sapient People Portal	
India Personal Accidental Insurance Policy	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement. For more information please read through the details available on the Sapient People Portal	

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ANNEXURES

Annexure 'A' - Terms of Employment
Annexure 'B' - Elements of Compensation
Annexure 'C' - Documents to be submitted on the Date of Joining

Annexure 'A'- Terms of Employment

We are detailing below some of the significant terms of employment and employment policies that will apply to you at Sapient Consulting Limited ("Sapient"). Please ensure that you read and fully understand all the policies.

This offer supersedes all prior understandings, negotiations and agreements, whether written or oral, between you and Sapient as to the subject matter covered by this offer letter. During the term of your employment with the Company, you will be subject to all rules and regulations in accordance with Company policy as applicable, enforced, amended or altered from time to time.

COMPENSATION AND BENEFITS

Your annual compensation will be as per the schedule annexed here to and will be subject to deduction of tax at source. It should be appreciated that salary structure is designed based on certain statutory / IT laws and keeping in line with industry norms/ practices and employee feedback. Hence it is subject to change based on any of these inputs or on promotion or depending on the options exercised by you for claiming certain tax friendly benefits on your joining.

Your total compensation package is the sum total of Base, and Retirals mentioned below:

A. Base

(Base comprises of fixed and flexible elements of base compensation.
People have a choice to decide on the flexible elements of base compensation.)

Fixed Elements of Base Compensation
Basic salary
Conveyance Allowance
Medical Reimbursement

Flexible Elements of Base Compensation
House Rent Allowance (HRA)
Leave Travel Assistance (LTA)

B. Retirals (Company Contribution)

You would retire at the age of 60 years in accordance with the Company's Retirement Policy. On your retirement, you would be entitled to PF and Gratuity, as applicable. Please refer to the Company's Retirement Policy for further details.

Other Benefits

Meal Coupons
Car Lease Scheme
Car Fuel & Maintenance (Self owned cars)
Driver's Salary (Self owned cars)

RELOCATION EXPENSES

This clause is only applicable to you if your package includes a component on relocation. Sapient agrees to cover your relocation benefits and expenses in accordance with the Sapient India Domestic Relocation Policy as amended from time to time. If you leave Sapient within 12 months of your start date, you agree to re-pay all relocation expenses on or before the day of your full and final settlement at Sapient.

TRAINING

You will be on training for a period of 6 months from the start date of your employment. During your training period, your performance will be assessed by Sapient. Your confirmation is subject to your good conduct and satisfactory performance in accordance with the company policies. In the event your conduct/performance is found to be unsatisfactory, Sapient would reserve the right to extend your training period or terminate your services during or post completion of training period of 6 months. Expiry of your training period should not be considered as confirmation of your employment unless a confirmation letter is issued to you in this regard.

During this period, either party may terminate your employment by providing 30 days prior notice in writing to the other party.

NOTICE PERIOD

- After the training period, the prior notice period required by either party for future termination is as mentioned below:-
    - Associates & Sr. Associates – 60 days

  Subject to terms and conditions set forth herein below.

- The employment offered under this agreement shall be valid until either party terminates it by giving to the other party the number of days of prior notice specified above. Such notice may be given at any time during the course of employment. You are employed by Sapient "at will" and not for any specific term.
- In the event an employee requests for adjustment of his/her un-availed privilege leave against the stipulated notice period then the company may in its discretion agree to do so.
- Sapient reserves the right, at its sole discretion, to terminate your employment without providing the required period of notice, by paying salary in lieu of notice.
- Where you notified Sapient of your voluntary termination, Sapient reserves the right to accept your resignation anytime during the notice period stipulated above. You will be required to mandatorily provide minimum notice period of thirty (30) calendar days which will not be allowed to be adjusted against the un-availed privilege leave. You shall not be entitled to any salary or any benefits after the effective date from which such resignation is accepted by Sapient.
- In the event you do not provide the required period of notice, before voluntarily terminating your employment, Sapient reserves its right to forfeit your salary as per the requisite notice period duration. In addition, Sapient will also be entitled to adjust any amounts outstanding against you from your salary, accrued vacation or expense reimbursements, as may be legally permissible.
- You acknowledge that if you fail to provide the minimum notice period of thirty days as stated above, Sapient is bound to suffer substantial damages caused due to improper transition of work, delay in completion of project, hiring and training of your replacement as per our client's

requirements. Therefore considering the gravity of damages that could be suffered by the company, the company reserves its right to assess and recover such damages from you as it deems fit.

- In case of breach of these Terms of Employment or misconduct (which includes amongst other things failure to return to work after vacation, absconding from work, taking actions injurious to Sapient's business or reputation, undertaking fraudulent acts, obtaining a criminal conviction), Sapient may terminate your employment without prior notice and without any payment in lieu of notice, and all benefits shall be withdrawn with immediate effect.
- There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CAUSE FOR TERMINATION

In case of breach of these Terms of Employment or misconduct (which includes amongst other things failure to return to work after vacation, absconding from work, taking actions injurious to Sapient's business or reputation, undertaking fraudulent acts, obtaining a criminal conviction), Sapient may terminate your employment without prior notice and without any payment in lieu of notice, and all benefits shall be withdrawn with immediate effect.

PROPRIETARY INFORMATION AND CONFIDENTIALITY

Please note that the conditions of this offer letter are specific to each individual and therefore, the terms should be held in confidence.

During your employment with Sapient, we may disclose to you certain trade secrets or confidential proprietary information. You agree that you will hold in confidence, and not disclose to anyone outside of Sapient any of our trade secrets and our confidential or proprietary information, or similar information that you may receive from us with respect to Sapient or any of our existing or prospective clients. Upon joining, you will be required to sign the standard Sapient Non-Disclosure, Non-Solicitation and Non-Competition Agreement regarding these and other matters relating to your employment.

INTELLECTUAL PROPERTY

All the proprietary rights title and interests in any and all intellectual properties, such as ideas, inventions, or works which are conceived, developed or prepared by you during your employment with the Company, shall vest with the Company absolutely.

CODE OF ETHICS

It is imperative for you to go through and fully comprehend Sapient's Code of Ethics and abide by it. This shall require you to read the Code of Ethics and signifying your acceptance in writing or electronically or both.

DISCLOSURE AGREEMENT

You confirm that you have disclosed fully to the Company all your business interests whether or not they are similar to or in conflict with the business(es) or activities of the Company, and all circumstances in respect thereof and whether there is, or might be, a conflict of interest between you

or any immediate relative, any such interests or circumstances which may arise during your employment.

INSIDER TRADING

Please note that during the period of your employment with Sapient and for a reasonable period thereafter, you will be strictly required to follow guidelines regarding insider trading and that will require compliance with U.S. Securities laws, including but not limited to not sharing of non-public information about Sapient or any of its Clients or affiliates that may trigger insider trading violations, with anybody, including spouse and family.

ABSCONDING CLAUSE

If you absent yourself without approved leave or remain absent beyond the period of leave originally approved or subsequently extended, the same shall be considered as you having voluntarily terminated the employment without giving notice unless you

- Return to work within three days of the commencement of such absence, and
- Give an explanation to the satisfaction of the Company regarding such absence.

LEAVE

You will be entitled to leave, holidays and other service benefits as per the rules of the Company as amended from time to time.

TRAVEL

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy.

PLACE OF WORK

You may, during your employment with the Company, be considered for employment or assignment at any other work place/branch/division of the Company within India or in any other country where the affiliates of the Company do business. Decisions for such transfers, which may be for short duration or of a long-term or permanent nature, will depend on your suitability for the intended task and other relevant factors In the event that such a transfer is requested by the Company, you will be required to report for duty at the new place of work from the effective date communicated to you in this regard.

WORK SHIFTS

Please note that may Sapient require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the company.

EMPLOYMENT RESTRICTIONS

Your employment with Sapient is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from Vice President, People Success. Sapient will have the sole discretion to approve or disapprove such a request based on Sapient's Code of Ethics and other internal guidelines for deciding such requests.

BACKGROUND CHECK

This clause is applicable to you during your probation period also.

Your appointment is subject to the verification of your credentials, testimonials and other particulars mentioned by you in your application at the time of your appointment. If the particulars given by you are in any way found to be inaccurate or misleading, your employment shall be deemed to be automatically cancelled and your services will be terminated. If required, Sapient may also conduct client specific background checks regarding you after the commencement of your employment, in the event that a Sapient client requires background checks to be conducted as an eligibility condition for working on projects for such client and if you are staffed / are to be staffed to any such project. In the event any client prescribed background checks are to be conducted, you will be required to cooperate fully in the exercise and disclose the relevant information required from you for successfully completing such background check. Based on the results of such background check, Sapient reserves the right to withdraw your staffing on such project, or to take disciplinary action against you as appropriate.

CHANGE OF ADDRESS

You shall keep Sapient informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by Sapient on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

Annexure "B" to Offer Letter	
Elements of Compensation	**Frequency of Payment/ Claim**
A. Base	
Base comprises of fixed and flexible elements of base compensation. People have a choice to decide on the flexible elements of base compensation.	
Fixed Elements of Base Compensation	
1. **Basic salary**	
	Monthly
2. **Conveyance allowance**	
Conveyance amount is paid to people to meet transportation expenses for official purposes. This component is calculated at INR 1600 per month. Conveyance allowance is not available for people opting for a company leased car.	Monthly
3. **Medical Reimbursement**	
Medical reimbursement is to cover medical expenses up to INR 15,000 per annum incurred by the employee and any dependent members (Spouse, Children and Dependent Parents) in respect of domiciliary treatment. Medical Reimbursement can be claimed (tax exempted) twice in a financial year on production of actual medical bills, else unclaimed medical amount will be paid with the March payroll every year as a taxable amount.	Half Yearly
Flexible Elements of Base Compensation	
4. **House Rent Allowance (HRA)**	
HRA is paid to people to meet cost of rental accommodation. HRA is a flexible component and can be fixed by the person between 10% and 21% of Base Salary.	Monthly
5. **Leave Travel Assistance (LTA)**	
LTA is fixed per career stage. It can be claimed only once in a year and is exempt from income tax twice in a slab of 4 years For other two years LTA amount will be paid as taxable.	Annual
6. **Special Allowance**	
The special allowance is equal to Base minus (Fixed elements plus Flexible Elements) chosen by the person	Monthly

Optional Benefits	
7. **Meal Coupons**	
This is an optional benefit to buy meals from the office cafeteria or from across hundreds of restaurants across India at INR 100 per day for 20 (on an average) working days.	Monthly
8. **Car Lease Scheme**	
There is an optional car lease scheme available for Sr. Associates and above at the time of Joining Sapient. Associates can join the car lease scheme on satisfactorily completing 2 years at Sapient.	Monthly
9. **Car Fuel & Maintenance** (Self owned cars)	
This is an optional benefit for all Sapient India people using self-owned car for official and partly for personal or private purpose. You can avail car fuel and maintenance for an amount of up to INR 2000 per month. Default amount will be set as zero.	
10. **Driver's Salary** (Self owned cars)	
This is an optional benefit for all Sapient India people using driver service for official and partly for personal or private purpose. You can avail driver's salary for an amount of up to INR 1000 per month. Default amount will be set as zero.	

B. Retirals (Company Contribution)	
7. **Provident Fund (PF)**	
As per the current rules and regulations governing the company's PF scheme, the person contributes 12% of the basic salary to the fund and the company contributes an equivalent amount. In case the basic salary is less than INR 15,000, the contribution shall be INR 1,800.	Monthly
8. **Gratuity:**	
Gratuity is calculated at 4.81% of the basic salary (1.6% of Base Salary). It is payable when a person leaves the services of the company after completion of a minimum of 5 years.The minimum annual value is INR 8,654 while the maximum aggregate value is INR 10,00,000.	

The above stated elements of compensation are taxable as per applicable income Tax Laws.

Other Benefits

Benefits	Frequency of Payment/ Claim
1. **Group Medical Insurance**	
This is a group medical insurance cover for Sapient people during their employment with Sapient with a total floating medical cover of INR 3,00,000 per family and corporate buffer of INR 5,00,000 (INR 10,00,000 in case of critical illness) covering self, spouse and two children. For more information please read through the details available on the Sapient People Portal.	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. If the death of the insured individual occurs within his/her Sapient tenure, the insurance company will pay the death benefit. No money is paid at the time of individuals exit. For more information please read through the details available on the Sapient People Portal.	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement. For more information please read through the details available on the Sapient People Portal.	Annual

Annexure "C":

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Components	Mandatory Documents (Scanned)
Highest Education Qualification Attained	a. Degree / Provisional Certificate a. Final Year / Consolidated Mark Sheet
All Employments in last 05 years	**For All Previous Employments -** a. Experience OR Relieving Letter a. Offer Letter b. First and Last Pay Slips **For Current Employment –** a. Offer Letter a. Last 02 Months' Pay slips

Documents to be submitted on the Date of Joining:

Components	Mandatory Documents (Hard Copy)
For Employment Records	a. Experience and Relieving Letter (only from the last organization) b. Provident Fund (PF) number, Universal Account Number (UAN) and other details from the previous organization {For PF Transfer}
For Salary Account Opening Formalities	**For New Salary Account -** a. 1 colored passport size photograph a. Proof of Identity (PAN / PASSPORT / VOTER ID CARD / RATION CARD) **For Existing Citibank Account Holders –** a. Account Details
Identity & Address Proof	a. 4 colored passport size photographs a. 2 copies of PAN Card b. 2 photocopy of Permanent Address proof

Please Note: If you "**DO NOT**" have the UAN number, immediately apply for it, by logging on to the below link http://www.epfindia.com/site_en/CitizensServices.php

Please Note: If you "**DO NOT**" have the PAN card, immediately apply for it, by logging on to the below link https://tin.tin.nsdl.com/pan/index.html

Note: Any delays in submitting the PAN details will lead to delay in processing your salary

TARUN TECHNOLOGIES

Ref TARUN/14-15/35 Date 12/03/15

OFFER LETTER

Dear Mohit Bhardwaj.

We are pleased to offer you **full time** position of **Desktop Engineer** at **Tarun Technologies.**

We are selecting you on the basis of your performance in the interview. Given below are the details of benefits, compensation, terms, and condition of your job with Tarun Technologies.

We take pleasure to inform you that your **CTC** will be **Rs.2.25 lac per annum** .

You will be reporting to **Mr. Ravi Prasad** starting on 15/03/2015 at **Tarun Technologies.**.

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You can call or email us for further information. We look forward to hearing from you.

Very truly yours,

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Mr. Ravi Prasad,
CEO

For TARUN TECHNOLOGIES

C.S.Ravi Prasad

Proprietor

TARUN TECHNOLOGIES

Ref. : TARUN/14-15/36 Date : 12/03/15

OFFER LETTER

Dear Vishal Binit.

We are pleased to offer you **full time** position of **Desktop Engineer** at **Tarun Technologies.**

We are selecting you on the basis of your performance in the interview. Given below are the details of benefits, compensation, terms, and condition of your job with Tarun Technologies.

We take pleasure to inform you that your **CTC** will be **Rs.2.25 lac per annum** .

You will be reporting to **Mr. Ravi Prasad** starting on 18/09/2015 at **Tarun Technologies.**.

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You can call or email us for further information. We look forward to hearing from you.

Very truly yours,

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Mr. Ravi Prasad,
CEO

for TARUN TECHNOLOGIES
CS Ravi Prasad

PRIME
www.primetutor.in

+91 98310 88815
info@primetutor.in

DATE: 07/01/2015

OFFER LETTER

Dear PRINCE MISHRA,

Congratulations and we come aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of ***"Trainee Engineer"***, *with effect from* **August 13th 2015, with the Annual CTC of Rs. 2.25 LAKHS/-.** The terms of our offer and the benefits currently provided by the Company are as follows:

Please report to Sri.LOKNATH SONI, Director, on or before *from* **August 13th 2015,** prior to your commencement of employment. You will be required to complete necessary documentation process and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of PRIME to sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI,
Director

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

PRIME
www.primetutor.in

+91 98310 88815
info@primetutor.in

DATE: 07/01/2015

OFFER LETTER

Dear PRONNOY ROY CHOWDHARY,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of ***"Trainee Engineer"***, *with effect from* **August 13th 2015, with the Annual CTC of Rs. 2.25 LAKHS/-.** The terms of our offer and the benefits currently provided by the Company are as follows:

Please report to Sri.LOKNATH SONI, Director, on or before *from* **August 13th 2015,** prior to your commencement of employment. You will be required to complete necessary documentation process and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of PRIME to sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI.
Director

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Infosys®

HRD/3T/15-16/64400132

June 18, 2015

Ms., Sameeksha M
Candidate ID : 64400132
Room No. 11, Sapthagiri Senior Girls Hostel, H. No. 14/5,
Chikkasandra, Hesaraghatta Main Road,
Bangalore - 560057
Ph: 99024 96468

Dear Infoscion,

SUB.: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for employment with us and the subsequent selection process, we are delighted to offer you the Role of **Systems Engineer** in **Job Level 3**.Your Role Designation will be **Systems Engineer - Trainee** and your **Personal Level** will be **3**.

The location of your initial reporting and training will be at Mysore, Karnataka (India). The date of your joining would be notified to you in the Letter of Appointment.

Your **Total Gross Salary** includes a Performance Incentive and will be **INR 325008** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

On your joining the Company, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with Infosys. You will be required to undergo a mandatory training program for a specific period of time. Your continued employment with the Company is subject to your meeting the qualifying criteria during and at the end of the training.

The location of posting would be communicated to you upon successful completion of training. The duration of the training and the location of posting will be purely based on business requirements.

Your employment will be governed by the rules, regulations and policies of the Company.

The terms of this Letter of Intent to hire shall remain confidential and are not to be disclosed to any third party.

The enforcement of this Letter of Intent and the validity of the formal Letter of Appointment which would be issued to you, are subject to your having successfully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified during our campus recruitment program.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

Welcome to Infosys Ltd. We wish you a long, rewarding and fulfilling career and look forward to your joining us.

Yours sincerely,

SRIKANTAN MOORTHY
EVP AND GROUP HEAD - HUMAN RESOURCES

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Digitally signed by SRIKANTAN MOORTHY
Date: 2015.06.18 17:59:19 +05:30
Reason: Letter Of Intent
Location: Bangalore

14-15 ME

Infosys

HRD/3T/15-16/64374959

June 18, 2015

Mr., Arun J R
Candidate ID : 64374959
Hno. 206B, 4th Cross, 5th Main, Lakshmidevinagar,
Nandinilayout,
Bengaluru - 560096
Ph: 80888 01772

Dear Infoscion,

SUB.: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for employment with us and the subsequent selection process, we are delighted to offer you the Role of **Systems Engineer** in **Job Level 3**.Your Role Designation will be **Systems Engineer - Trainee** and your **Personal Level** will be **3**.

The location of your initial reporting and training will be at Mysore, Karnataka (India). The date of your joining would be notified to you in the Letter of Appointment.

Your **Total Gross Salary** includes a Performance Incentive and will be **INR 325008** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

On your joining the Company, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with Infosys. You will be required to undergo a mandatory training program for a specific period of time. Your continued employment with the Company is subject to your meeting the qualifying criteria during and at the end of the training.

The location of posting would be communicated to you upon successful completion of training. The duration of the training and the location of posting will be purely based on business requirements.

Your employment will be governed by the rules, regulations and policies of the Company.

The terms of this Letter of Intent to hire shall remain confidential and are not to be disclosed to any third party.

The enforcement of this Letter of Intent and the validity of the formal Letter of Appointment which would be issued to you, are subject to your having successfully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified during our campus recruitment program.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

Welcome to Infosys Ltd. We wish you a long, rewarding and fulfilling career and look forward to your joining us.

Yours sincerely,

SRIKANTAN MOORTHY
EVP AND GROUP HEAD - HUMAN RESOURCES

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

Digitally signed by SRIKANTAN MOORTHY
Date: 2015.06.18 17:57:36 +05:30
Reason: Letter Of Intent
Location: Bangalore

Infosys

June 18, 2015

HRD/3T/15-16/64374963

Mr., Chetan Kumar PG
Candidate ID : 64374963
Hno. 4/1 - 1, 9th Cross,
Goraguntepalya,
Bangalore - 560022
Ph: 91973 25433

Dear Infoscion,

SUB.: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for employment with us and the subsequent selection process, we are delighted to offer you the Role of **Systems Engineer** in **Job Level 3**.Your Role Designation will be **Systems Engineer - Trainee** and your **Personal Level** will be **3**.

The location of your initial reporting and training will be at Mysore, Karnataka (India). The date of your joining would be notified to you in the Letter of Appointment.

Your **Total Gross Salary** includes a Performance Incentive and will be **INR 325008** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

On your joining the Company, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with Infosys. You will be required to undergo a mandatory training program for a specific period of time. Your continued employment with the Company is subject to your meeting the qualifying criteria during and at the end of the training.

The location of posting would be communicated to you upon successful completion of training. The duration of the training and the location of posting will be purely based on business requirements.

Your employment will be governed by the rules, regulations and policies of the Company.

The terms of this Letter of Intent to hire shall remain confidential and are not to be disclosed to any third party.

The enforcement of this Letter of Intent and the validity of the formal Letter of Appointment which would be issued to you, are subject to your having successfully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified during our campus recruitment program.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

Welcome to Infosys Ltd. We wish you a long, rewarding and fulfilling career and look forward to your joining us.

Yours sincerely,

SRIKANTAN MOORTHY
EVP AND GROUP HEAD - HUMAN RESOURCES

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

Digitally signed by SRIKANTAN MOORTHY
Date: 2015.06.18 17:57:37 +05:30
Reason: Letter Of Intent
Location: Bangalore

Infosys®
POWERED BY INTELLECT
DRIVEN BY VALUES

HE

14-)

HRD/3T/15-16/64360052

July 27, 2015

Mr. Gautham GN
Candidate ID: 64374975
Hno. 475, 1st E Cross,
10th A Main MEI Layout,
Bangalore, Karnataka
IN - 560073
Ph: (91) 9916024922

Dear Gautham,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

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

Warm regards,

SRIKANTAN MOORTHY
EVP AND GROUP HEAD - HUMAN RESOURCES

Signature Not Verified
Digitally signed by MOORTHY SRIKANTAN
Date: 2015.07.27 17:02:16 IST
Reason: Offer Letter
Location: BENGALURU

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

INFOSYS LIMITED
CIN:L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

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

HRD/3T/15-16/64360052

July 27, 2015

Mr. Gautham GN
Candidate ID: 64374975
Hno. 475, 1st E Cross,
10th A Main MEI Layout,
Bangalore, Karnataka
IN - 560073
Ph: (91) 9916024922

Dear Gautham,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 26, 2015 .**

Location

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

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

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

Training Period:

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

Probation and confirmation

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

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.
An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

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

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 22,500 per month** and Total Gross Salary post training will be **INR 27,084 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) which ranges between 5% and 15% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia . Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2015-16 will be as follows:

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

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above mentioned heads, within your BOA, according to your preferences and income tax plans.

National Pension Scheme

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

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver).You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 2,50,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 150**.

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

Notice period

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

Background checks

The Company may, at its discretion, conduct background checks prior to or after your scheduled date of joining. You expressly consent to the Company conducting such background checks. Please see the "Offer Annexure for India" for the documents that you are required to submit in this regard.

The Company, at its discretion, may request further validation of the details provided by you. If the outcome of the background check is found to be unsatisfactory, we reserve the right, in our sole discretion, to withdraw this offer without notice nor compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

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

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

Other terms and conditions

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

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment programme 2014-2015. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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

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

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

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

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

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

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

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

Yours sincerely,

SRIKANTAN MOORTHY
EVP AND GROUP HEAD - HUMAN RESOURCES

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

Date: _____, 20_____

_____
Sign your name

_____ _____
Print your name Location

INFOSYS LIMITED
CIN:L85110KA1981PLC013115

44, Infosys Avenue
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Bangalore 560 100, India
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ANNEXURE-I
(Compensation post Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Gautham GN**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	7,730
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	11,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,678
MONTHLY GROSS SALARY	**21,978**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	88

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	1,060
GRATUITY - 4.81% of (Basic + FDA)	425
FIXED GROSS SALARY (FGS) (1+2+3)	**23,551**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At an indicative Payout of 10%**	**At an indicative Payout of 15%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,178	2,355	3,533
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)			24,729
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)			25,906
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)			27,084

OTHER BENEFITS				
Scheme	**Eligible Amount in INR**	**Interest**	**Monthly Installments**	**Margin Money (To be borne by the employee)**
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

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ANNEXURE-II
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Gautham GN**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	6,420
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance and Miscellaneous Allowance)	9,277
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,429
MONTHLY GROSS SALARY	**18,226**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	75

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	902
GRATUITY - 4.81% of (Basic + FDA)	362
FIXED GROSS SALARY (FGS) (1+2+3)	**19,565**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At an indicative Payout of 10%**	**At an indicative Payout of 15%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	978	1,957	2,935
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)			20,543
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)			21,522
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)			22,500

OTHER BENEFITS				
Scheme	**Eligible Amount in INR**	**Interest**	**Monthly Installments**	**Margin Money (To be borne by the employee)**
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

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11BT012

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HRD/ST/15-16/64560052

July 27, 2015

Ms. Himani Singh
Candidate ID: 64460120
H. No. 5, M.V.R Complex,
Kodaganatti H.M.Halli, Yelahanka,
Bengaluru, Karnataka
IN - 562157
Ph: (91) 8050012907

Dear Himani,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

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

Warm regards,

SRIKANTAN MOORTHY
EVP AND GROUP HEAD - HUMAN RESOURCES

Signature Not Verified
Digitally signed by MOORTHY SRIKANTAN
Date: 2015.07.[illegible] 17:02:25 IST
Reason: Offer Letter
Location: BENGALURU

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

INFOSYS LIMITED
CIN:L85110KA1981PLC013115

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

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HRD/ET/15-16/64360052

July 27, 2015

Ms. Himani Singh
Candidate ID: 64400120
H No. 5, M.V.R Complex,
Kodagalahatti H.M.Halli, Yelahanka,
Bengaluru, Karnataka
IN - 562157
Ph: (91) 8050012907

Dear Himani,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 26, 2015 .**

Location

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

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

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

Training Period:

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

Probation and confirmation

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

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.
An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

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

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 22,500 per month** and Total Gross Salary post training will be **INR 27,084 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) which ranges between 5% and 15% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2015-16 will be as follows:

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

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

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You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 150**.

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

Notice period

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

Background checks

The Company may, at its discretion, conduct background checks prior to or after your scheduled date of joining. You expressly consent to the Company conducting such background checks. Please see the 'Offer Annexure for India" for the documents that you are required to submit in this regard.

The Company, at its discretion, may request further validation of the details provided by you. If the outcome of the background check is found to be unsatisfactory, we reserve the right, in our sole discretion, to withdraw this offer without notice nor compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

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

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

Other terms and conditions

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

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment programme 2014-2015. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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

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

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

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

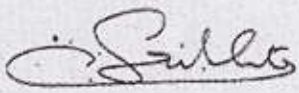
If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

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

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

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

Yours sincerely,



SRIKANTAN MOORTHY
EVP AND GROUP HEAD - HUMAN RESOURCES

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

Date: _____, 20_____

_____
Sign your name

_____ _____
Print your name Location

INFOSYS LIMITED
CIN:L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
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ANNEXURE-I
(Compensation post Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Himani Singh**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	7,730
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	11,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,678
MONTHLY GROSS SALARY	**21,978**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	88

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	1,060
GRATUITY - 4.81% of (Basic + FDA)	425
FIXED GROSS SALARY (FGS) (1+2+3)	**23,551**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At an indicative Payout of 10%**	**At an indicative Payout of 15%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,178	2,355	3,533
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)			24,729
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)			25,906
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)			27,084

OTHER BENEFITS				
Scheme	**Eligible Amount in INR**	**Interest**	**Monthly Installments**	**Margin Money (To be borne by the employee)**
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

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ANNEXURE-II
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Himani Singh**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	6,420
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance and Miscellaneous Allowance)	9,277
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,429
MONTHLY GROSS SALARY	**18,226**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	75

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	902
GRATUITY - 4.81% of (Basic + FDA)	362
FIXED GROSS SALARY (FGS) (1+2+3)	**19,565**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At an indicative Payout of 10%**	**At an indicative Payout of 15%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	978	1,957	2,935
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)			20,543
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)			21,522
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)			22,500

OTHER BENEFITS				
Scheme	**Eligible Amount in INR**	**Interest**	**Monthly Installments**	**Margin Money (To be borne by the employee)**
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

CHLORBIOS
Creating Green Biotechnology

Survey No. 73/2,
Jarakabande Kaval, Yelahanka Hobli,
Via Attur Post, Bangalore - 560 106.
+91 96329 63233 | chlorbios@gmail.com

DATE : 05/01/2015

OFFER LETTER

Dear SWATHI JHA,

Congratulations and welcome aboard CHLORBIOS, we are delighted to have you in our exciting team!

We are offering you the position of **"Executive Trainee"**, *with effect from* **August 10th 2015, with the consolidated salary of Rs 15,000/-(Twenty thousand only) per month.** The terms of our offer and the benefits currently provided by the Company are as follows:

Please report to MR.ROHIT RAJ, Managing Director, on or before **August 10th 2015,** prior to your commencement of employment. You will be required to complete necessary documentation process and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of CHLORBIOS to sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

We look forward to your arrival at CHLORBIOS.

If you have any questions of comments, please call me immediately.

Very truly yours,

05/01/2015

MR.ROHIT RAJ,
Managing Director

CHLORBIOS
73/1, Jaraka Bande Kaval,
Via Attur Post, Yelahanka Hobli.
Bangalore - 560 064.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatte Main Road
Bengaluru - 560 057

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DRIVEN BY VALUES

HRD/3T/15-16/64360052

July 27, 2015

Ms. Deepa K
Candidate ID: 64374682
Hno. 302, 2nd Cross, Nelagadaranahalli,
Nagasandra PO,
Bangalore, Karnataka
IN - 560073
Ph: (91) 9900897568

Dear Deepa,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

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

Warm regards,

SRIKANTAN MOORTHY
EVP AND GROUP HEAD - HUMAN RESOURCES

Signature Not Verified
Digitally signed by MOORTHY SRIKANTAN
Date: 2015.07.27 16:59:16 IST
Reason: Offer Letter
Location: BENGALURU

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

INFOSYS LIMITED
CIN:L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

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

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DRIVEN BY VALUES

HRD/3T/15-16/64360052

July 27, 2015

Ms. Deepa K
Candidate ID: 64374682
Hno. 302, 2nd Cross, Nelagadaranahalli,
Nagasandra PO,
Bangalore, Karnataka
IN - 560073
PH: (91) 9900897568

Dear Deepa,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 14, 2015 .**

Location

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

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

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

Training Period:

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

Probation and confirmation

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

Sapthagiri College of Engineering
Principal
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.
An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

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

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 22,500 per month** and Total Gross Salary post training will be **INR 27,084 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) which ranges between 5% and 15% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2015-16 will be as follows:

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

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above mentioned heads, within your BOA, according to your preferences and income tax plans.

National Pension Scheme

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

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 2,50,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of INR 150.

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

Notice period

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

Background checks

The Company may, at its discretion, conduct background checks prior to or after your scheduled date of joining. You expressly consent to the Company conducting such background checks. Please see the "Offer Annexure for India" for the documents that you are required to submit in this regard.

The Company, at its discretion, may request further validation of the details provided by you. If the outcome of the background checks is found to be unsatisfactory, we reserve the right, in our sole discretion, to withdraw this offer without notice nor compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

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

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

Other terms and conditions

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

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment programme 2014-2015. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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

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

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

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

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

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

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

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

Yours sincerely,

SRIKANTAN MOORTHY
EVP AND GROUP HEAD - HUMAN RESOURCES

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

Date: _____, 20____

_____
Sign your name

_____ _____
Print your name Location

INFOSYS LIMITED
CIN:L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

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DRIVEN BY VALUES

ANNEXURE-I
(Compensation post Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Deepa K**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	7,730
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	11,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,678
MONTHLY GROSS SALARY	**21,978**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	88

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	1,060
GRATUITY - 4.81% of (Basic + FDA)	425
FIXED GROSS SALARY (FGS) (1+2+3)	**23,551**

4. INCENTIVE COMPONENT	**At an indicative Payout of 5%**	**At an indicative Payout of 10%**	**At an indicative Payout of 15%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,178	2,355	3,533
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)			24,729
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)			25,906
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)			27,084

OTHER BENEFITS				
Scheme	**Eligible Amount in INR**	**Interest**	**Monthly Installments**	**Margin Money (To be borne by the employee)**
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in accordance with the provisions of the Payment of Gratuity Act.

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ANNEXURE-II
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Deepa K**
ROLE	**Systems Engineer**
ROLE DESIGNA	**Systems Engineer Trainee**

1. MONTHLY C	
BASIC SALARY	6,420
FIXED DEARNE CE (FDA)	1,100
BASKET OF AL is to be used towards HRA, LTA, Medical Allowance, Child lowance, Transport Allowance and Miscel aneous Allowance)	9,277
BONUS / EX-G eligible amount (20% of (Basic + FDA)) being paid out on a m	1,429
MONTHLY GR	**18,226**

2. ANNUAL C	
BONUS / EX-G % will be paid out in the end of the financial year after adjusting th id out on a monthly basis)	75

3. RETIRAL	
PROVIDENT F ic + FDA)	902
GRATUITY - 4)	362
FIXED GROS 2+3)	**19,565**

4. INCENTIV	**At an indicative Payout of 5%**	**At an indicative Payout of 10%**	**At an indicative Payout of 15%**
TRAINING PE LINKED INCE	978	1 957	2,935
TOTAL GRO payout of 5%	**of the incentive component at an indicative**		20,543
TOTAL GRO payout of 10%	**of the incentive component at an indicative**		21,522
TOTAL GRO payout of 15%	**of the incentive component at an indicative**		22,500

OTHER BENEFITS				
Scheme	**Amount INR**	**Interest**	**Monthly Installments**	**Margin Money (To be borne by the employee)**
SALARY L (subject to sub Trainee Ag	12,000	Nil	12	Nil

*All the above be y's policies, which are subject to change from time to time. The disbursement of any loan / loan ect to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the wance policy at that time.

*The gratuity am pproximation. Your eligibility and the final pay ent of any Gratuity amounts will be determined h the provisions of the Payment of Gratuity Act.

APT

Tel : +91-80-32953760
Fax : +91-80-28367304
Cell : +91-9845529001
E-mail:advent_tech@rediffmail.com

Advent Power Technologies

Shed No. 59, Karim Saheb Layout Main Road, Shrigandhanagar, Near Peenya 2nd Stage, Vishwaneedam Post, Bangalore-560 091.

DATE: 07-Jan 2015

OFFER LETTER

Dear Harshitha K S,

Subsequent to your successful interview with Advent Power Technologies; we are pleased to offer you the position as **"Testing Engineer"** in our organization. We take pleasure to inform you that your **CTC** will be **Rs.2.25 lac per annum**.

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **06-07-15**, failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non-Disclosure Agreement).

For ADVENT POWER TECHNOLOGIES

Yours truly,

Authorised Signatory

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TI2 TECHNOLOGIES

THINK INNOVATE IMPLEMENT

DATE: 03/03/2015

OFFER LETTER

Dear Karthik M D,

Subsequent to your successful interview with TI2 Technologies; we are pleased to offer you the position as **"Testing Engineer"** in our organization. We take pleasure to inform you that your **CTC** will be **Rs.2.25 lac per annum** .

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **14-08-15,** failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non- Disclosure Agreement).

Very truly yours,

Mrs.Sushma B,
CEO

TI2 TECHNOLOGIES BANGALORE-73

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

2, Sathya Shanthi Nilaya, 10th Cross, Bagalagunte, Bangalore - 560073.
www.ti2technologies.com ti2technologies2@gmail.com
9901758006

Strictly Private and Confidential

11-Jul-2018

Poojitha Eswara Reddy
C7244717
Bengaluru

Subject: Offer of Employment ("Offer")

Dear **Poojitha Eswara Reddy,**

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join Accenture Solutions Private Limited (hereafter referred to as 'Company') in our Advanced Technology Centers, India, as per the below terms and conditions:

Role- **Application Support Analyst**

Career Level- **11**

Talent Segment-**Software Engineering**

Your joining location would be **Bengaluru**

Please refer to:
- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Terms of Employment, Compensation Plan and Car Lease Scheme (Car lease would NOT be applicable for Career Level 10, 11, 12 & 13)

Your employment with the Company 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 the Company is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Further, at the time of joining you are required to provide all documentation identified in Annexure 2.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

11-Jul-2018

Candidate's Signature _____

Reference Id: 93efd1f9-23db-4cad-9d9f-d10ceafa4ee9_1
Signed By: Mohan Sekhar

Strictly Priva

11-Jul-201

Poojitha Es
C7244717
Bengaluru

Subject: O ffer")

Dear **Pooji**

This is with on and the subsequent rounds of discussions you had with us. We are pleased to extend an O Solutions Private Limited (hereafter referred to as 'Company') in our Advanced Technology C below terms anc conditions:

Role- **Appli**

Career Leve

Talent Segm ering

Your joining l aluru

Please refer

- Annexure 1 anc benefits details.
- Annexure 2 be submitted by you.
- Terms of ation Plan and Car Lease Scheme (Car lease would NOT be applicable for Career Level 10,

Your emplo ny will be governed by the attached Terms of Employment. You are requ red to carefully re e Terms of Employment as a part of accepting this Offer.
As further c f Employment, this Offer anc your employment with the Company is subject to satisfactory on and/or backgrou nd or reference checks, which may occur at any time prior to or after the e r employment.

Further, at re required to provide all documentation identified in Annexure 2.

11-Ju

Candidate's Signature _____

Reference Id: 9 d-9d9f-d10ceafa4ee9_1
Signed By: Mo

Acceptance

Based on di… have confirmed that you will be able to jo n the Company on **19-Jul-2018**. To Indicate you… is offer and Terms of Employment with Accenture, please confirm your acceptance/r… on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your… mber, candidate identification (CID) and mobile number within 07 days (seven days) from t… post which the link will be disabled for you. If we do not receive your response before the … even days) from the date of this letter, the terms of this Offer of employment will be deemed to … you, unless otherwise communicated to you by the Company in writing. Further, at the time of j… d to provide all documentation identified in Annexure 2 along with the singed copy of this offe… loyment.

By acceptin… sly agree that you will join on the aforementioned date, unless otherwise agreed to in writing …

Any reques… ining must be sent to **priyadarshini.dolke@accenture.com** at least 5 days prior to your da… arlier. Please contact us immediately if you require an alternate joining date.

You are req… y of your joining, a signed copy of this letter along with copies of the following annexures:

- Annexure … nefits)
- Annexure … joining)
- Annexure …
- Annexure …), with your original signature on each page of these documents.

Your joining … bject to submission of all of the above along with the mandatory documents listed in Annexu…

After acce… yment or any time during the course of your employment with the Company you may be re… cohol/substance test based on the project you are deployed. This offer and your employm… ntingent upon you completing particular tests as per the requirements of the Company … g these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, … end your employment immediately.

Importa… d to carry **two** hard copies of this Offer and Terms of Employment on the date of joining. O… d by the Company and the other will be returned to you.

In the eve… hority exercising its jurisdiction and statutory power/authority seeks information pertaining … loyment, the Company shall provide such information to the government body/auth… to you. The foregoing shall be applicable to information pertaining to your employm… of statutory requirements/compliance. You may belong to this category and your deta… uthorities.

You are re… l mandatory documents required by the Company before joining and during the course of … timelines specified/communicated by the Company from time to time. These document… to your education and past employment/s. The offer of employment and your employm… endent on timely submission of such required documents. Non furnishing of mandato… fied time shall result in termination of employment.

Candidate's Signature _____

In case you ... stion or have any query, feel free to contact any of the following individuals by mail / phone ... me & unique Candidate ID Number (i e., 8 character a pha numeric number mentioned ... Address at the top of this page):

Primary P...

- **priya...**
  - E... dolke@accenture.com
  - Mo... 97...

Alternatel... re... nswered, feel free to contact any of the following individuals by mail / phone, mentionin... D number.

Recruitm...

- **kama...**
  - E... ...n@accenture.com
- **Then...**
  - E... the... ...dran@accenture.com

After acc... we... you visit Countdown to Accenture http://ca... .../countdown/Pages/welcome-India.aspx. This on-line, interactive welcome site will help ... ta... rst days, weeks and months of your career at the Company. It will also provide ... rvi... any history – as well as tips on how to develop yourself (and your career) in the future.

Yours sin...

Mohan ...
Senior M...
Lead, Adv... ...dia

ACKNOWLEDGED AND AGREED

Poojitha Eswara Reddy

Date:

Candidate's Signature _____

ANNEXURE

COMPEN

Annual co ct e Company guidelines are:

Total C		
	Annual (Rs)	
(A) Annu	NR 638000/-	
(B) Loc earning po	Min.	Max.
	0%	15.65%
Annual (A+B)	Min.	Max.
	INR 638000/-	INR 737847/-

***Total C**

Annual F n

Your An er structured in line with the Company po icy. There are various components within in do nents - Basic pay, House Rental Allowance, Provident Fund). Please refer to 'Compens d ent which elaborates the guidelines applicable to structure your Fixed Compens

**Annual mployer's contribution to Provident Func, as applicable.

Note: For W *

As per In tions, membership to the Provident Func is mandatory for all International Workers, er the existing law. Please note that since your cost to the Company (CTC) includes 's contribution to Provident Fund, appropriate adjustment in your monthly salary wil ontributions as per applicable laws/regulation in existence (or amendments from time om Provident Fund is regulated by the government of India and is subject to governm s (amended from time to time). Any person desirous of such withdrawal need to comply ures laid down by the authorities.

*As defin to time.

All compen r deduction of tax at source, in accordance with applicable law. You will be solely liable s, as per applicable law, both in India and abroad.

Local Va

You will FY18(September 2017 to August 2018) Local Variable Bonus programme (LVB). The ance achievement and performance of the Advanced Technology Centers in India. In ts, your LVB is also linked to your Individua Utilization. The payout that you may rece nge from **0%** to **15.65%** of the eligible earning in FY18. The LVB will be paid out s of the Company on the date of disbursement of these payouts and will be prorated ure India and considering the period of leave without pay during the said financial ogramme will be communicated to you after joining. The Company may, at any tim retion, amend, suspend, vary and modify any of the terms and conditions of

the LVB

ANNEXU

Benefits **any financial year:**

In addit **compensation, you will be eligible for following benefits, which will be gover**

1. Effect cal Insurance for self, spouse and 2 dependent children up to **INR 300000/-** per an paid by the company.
   addit ling Accenture negotiated rates to cover your parents, parents in-law and any have urance plan up to INR 500000 per annum. The entire premium for this will ws for coverage of pre-existing ailments.
   a def e Medical Insurance plans detailed above, you will be required to contribute under:
   ouse and 2 dependent children
   s, parents in-law and additional children under the separate Insurance plan
2. Pers to three times your gross annual fixed compensation
3. Life your annual fixed compensation with minimum cover of **INR 500000/-**
4. Gra y Act, 1972

The Co sole and absolute discretion, amend, suspend, vary and modify any of the terms an rance, Personal Accident Insurance and Relocation Assistance programme guidelin

Joining rm you that you will be paid a joining bonus of Rs. 31900 subject to you joining ning bonus is a one-time payment that will be paid with the first month's salary.
In the un leave the Company, or your services being terminated, before the completion of one ye any, the joining bonus will be construed as debt due and payable by you and should be ployment. Any dues payable by you on termination will be recovered from your final e.

Following regulations with effect from July 1st 2017, please note the treatment to any continuin ant to any signing/joining/relocation/retention bonus as per the terms of your emp

Any signi n bonus received by you will be paid along with salary of the relevant or succeedi coverable as per your employment terms, if your service commitment with Accentur djustment shall be made from your salary pertaining to the service month before y ny. Any shortfalls will be adjusted against any further amounts due and payable t

Candidate's Signature _____

ANNEXU

On boar

REQUIRED

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ndatory to be submitted on day 1)
yment (mandatory to be submitted on day 1)
d date of the last two employers
pplicable) certificates
emester mandatory)
r
mployers (if relieving letters not submitted)
apply immediately)
of Aadhaar enrollment number

Candidate's Signature _____

ANNEXU

DECLARATION

I hereby ... warr... th... of my effective start date of employment with the Company, I will have: (a) terminat... m... current/previous employer and any other employment or contractor relationsh... tis... com... rmed and completed all my obligations which apply/applied to me vis-à-vis any curre... ploy... a... c... her employment or contractor relationships.

I hereby re... warr... tha... ve not, during the course of any current/previous employment and any other employme... or ... tio... s, entered into or agreed to any arrangement which may restrict, prohibit or debar or ... incor... ... my acceptance of the offer made by the Company or employment with the Company ... no... ... ny time-bound non-compete agreement, restrictive employment agreement or other ...

I hereby ... war... t th... hall not bring into Accenture premises (or use in any manner) any third party documents (... of ... lis)... terials (including but not limited to trade secrets) with myself to Accenture, including ... mer... n ... als from my previous employer. To the extent I feel that my employment at Accenture ... me... ... y third party documents or materials to Accenture I shall not bring any such documents ... nlo... th... n all permissions/approvals from the third parties before accepting the offer from Acce... r re... ... arrant that I have not and will not inappropriately disclose or misuse any confidential ... orm ... ot... ... nd/or in connection with any current/previous employer and any other employme... r cor... tor... ... ps. I agree and acknowledge that a breach of this provision shall entitle Accentur... rmin... ... mediate effect.

ACK... 'D A...

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"Th... ... and ... ... (in part or in whole the "Communication") are confidential, may constitute Inst... ... ion a... ... of the addressee. The Communication is the property of Accenture and its affil... ...ay co... ... ia or intellectual property of Accenture and/or any of its related entities or of t... ... . If y... ... ed recipient of the Communication or have received the Communication in erro... ...otify ... ... ture immediately, return the Communication (in entirety) and delete the Comm... ... (in ... ... ncluded) from your records and systems. Unauthorized use, disclosure or copy... ... Com... ... thereof is strictly prohibited and may be unlawful. Any views expressed in the ... ... dual sender only, unless expressly stated to be those of Accenture and its affi... ...ture ... he integrity of the Communication, or that it is free from errors, viruses or Inter...

Candidate's Signature _____

Candidate's Signature _____

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DRIVEN BY VALUES

HRD/3T/15-16/64360052

July 27, 2015

Mr. Varun L
Candidate ID: 64374834
Hno. 205, 20th Cross,
1st Main, Shivapura NTTF,
Bangalore, Karnataka
IN - 560058
Ph: (91) 9738402601

Dear Varun,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

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

Warm regards,

SRIKANTAN MOORTHY
EVP AND GROUP HEAD - HUMAN RESOURCES

Certification signature by MOORTHY SRIKANTAN <TANMOORTHY@INFOSYS.COM>. Validity Unknown
Digitally signed by MOORTHY SRIKANTAN
Date: 2015.07.27 16:59:24 IST
Reason: Offer Letter
Location: BENGALURU

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

INFOSYS LIMITED
CIN:L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 562 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

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

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DRIVEN BY VALUES

HRD/3T/15-16/64360052

July 27, 2015

Mr. Varun L
Candidate ID: 64374834
Hno. 205, 20th Cross,
1st Main, Shivapura NTTF,
Bangalore, Karnataka
IN - 560058
Ph: (91) 9738402601

Dear Varun,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 14, 2015 .**

Location

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

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

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

Training Period:

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

Probation and confirmation

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

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.
An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

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

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 22,500 per month** and Total Gross Salary post training will be **INR 27,084 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) which ranges between 5% and 15% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2015-16 will be as follows:

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

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above mentioned heads, within your BOA, according to your preferences and income tax plans.

National Pension Scheme

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

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver).You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 2,50,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 150**.

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

Notice period

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

Background checks

The Company may, at its discretion, conduct background checks prior to or after your scheduled date of joining. You expressly consent to the Company conducting such background checks. Please see the "Offer Annexure for India" for the documents that you are required to submit in this regard.

The Company, at its discretion, may request further validation of the details provided by you. If the outcome of the background check is found to be unsatisfactory, we reserve the right, in our sole discretion, to withdraw this offer without notice nor compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

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

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

Other terms and conditions

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

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment programme 2014-2015. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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

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

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

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

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

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

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

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

Yours sincerely,

SRIKANTAN MOORTHY
EVP AND GROUP HEAD - HUMAN RESOURCES

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

Date: _____, 20_____

_____
Sign your name

_____ _____
Print your name Location

INFOSYS LIMITED
CIN:L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

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DRIVEN BY VALUES

ANNEXURE-I
(Compensation post Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Varun L**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	7,730
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	11,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,678
MONTHLY GROSS SALARY	**21,978**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	88

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	1,060
GRATUITY - 4.81% of (Basic + FDA)	425
FIXED GROSS SALARY (FGS) (1+2+3)	**23,551**

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 15%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,178	2,355	3,533
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)			24,729
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)			25,906
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)			27,084

OTHER BENEFITS

Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

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ANNEXURE-II
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Varun L**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	6,420
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance and Miscellaneous Allowance)	9,277
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,429
MONTHLY GROSS SALARY	**18,226**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	75

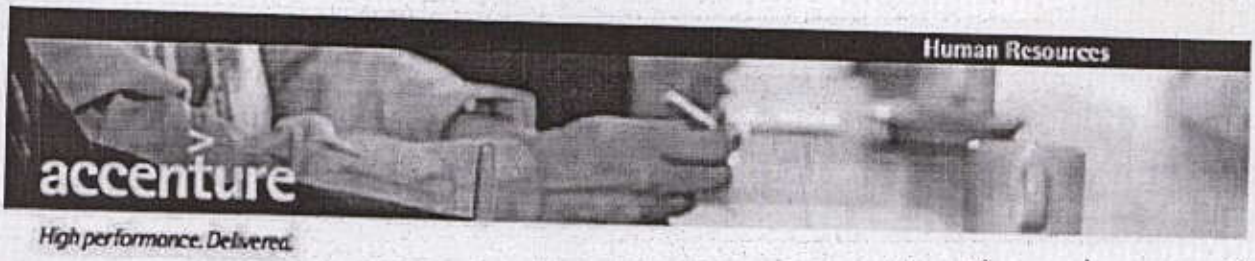
3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	902
GRATUITY - 4.81% of (Basic + FDA)	362
FIXED GROSS SALARY (FGS) (1+2+3)	**19,565**

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 15%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	978	1,957	2,935
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)			20,543
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)			21,522
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)			22,500

OTHER BENEFITS				
Scheme	**Eligible Amount in INR**	**Interest**	**Monthly Installments**	**Margin Money (To be borne by the employee)**
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act



Anusha H B
ISG IIIS005
2014-15, ISE

Strictly Private and Confidential

26-Feb-2016

Anusha Hidkimath Basavaraj

#1909(50A) 10th cross, 19th E main ,1st block, Rajajinagar bangalore-560010

8197440386

Dear Anusha,

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

Role - Software Engineering Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

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

Your employment with Accenture will be governed by the 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.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process and applicable cut-offs communicated to you. You are required to score minimum 60% marks in each test to qualify the Accenture specific training program. If you are not able to score 60% in the first attempt, you are required to score 65% in the next 2 subsequent attempts of the same test to qualify the Accenture specific training program. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per the Terms of Employment clause 10.

Candidate's Signature

Reference Id: 72363590-5a66-4774-ae3e-7a36aa7b0dcf_1
Signed By: Mohan Sekhar

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Strictly Private and Confidential

01-Mar-2016

Subhash Viplav

kayapar Mansal Road, Loknathpur Dalsinghsarai, Samastipur, Bihar - 848114

7795311525

Dear Subhash,

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

Role - Software Engineering Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

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

Your employment with Accenture will be governed by the 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.

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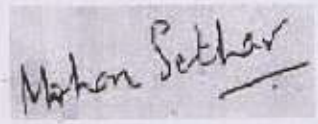
 Candidate's Signature _____

Reference Id: f758aa2d-593c-4fff-bfcc-d4db6b9d91b1_1
Signed By: Mohan Sekhar

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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

Yours sincerely,



Mohan Sekhar

Senior Managing Director – Delivery Centers for Technology in India

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

Candidate's Signature _____

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Darshan BS
1SG11S012
2014-15, ISE

OneTrust
Privacy Management Software

February 24, 2018

Dear Darshan Begur Shivakumar,

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

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

2. Remuneration Package: Annual Fixed Compensation: You are being offered a Total Annual Fixed Compensation (inclusive of standard company benefits) of **Rs.** 550,000 *(Rupees. Five Hundred and Fifty Thousand only) Please* refer Annexure 1 for details. You are liable to pay all taxes and liabilities as required under Indian Tax Law. With the exception of the obligation to withhold taxes from your remuneration, the Company assumes no responsibility for your personal tax affairs.

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

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

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

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

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

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

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

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road

OneTrust
Privacy Management Software

February 24, 2018

Dear Darshan Begur Shivakumar,

Sapthagir College of Engineering
14.5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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

2. Remuneration Package: Annual Fixed Compensation: You are being offered a Total Annual Fixed Compensation (inclusive of standard company benefits) of **Rs.** 550,000 *(Rupees. Five Hundred and Fifty Thousand only) Please* refer Annexure 1 for details. You are liable to pay all taxes and liabilities as required under Indian Tax Law. With the exception of the obligation to withhold taxes from your remuneration, the Company assumes no responsibility for your personal tax affairs.

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

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

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

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

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

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

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

_____ by **OT Privacy Software Private Limited**

Signature: _____

Date: _____

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Tejaswini V
1SG11IS053
2014-15, ISE

2:58

Inbox #Recruitment#: Intimation...

TATA CONSULTANCY SERVICES
Experience certainty.

Dear Professional,

A very warm welcome to **TATA Consultancy Services!!!**

We, the members of the Talent Acquisition Group would like to assure you of our fullest support in your transition, and reiterate as we believe in providing a multi-faceted exposure across domains and roles that are equipped with a flexibility that allows you to discover your ideal role, and thus helping you achieve your true potential.

This translates into

- Constant opportunities to discover your forte while you work across domains.
- Benefit of best-in-class practices and learning for our customers

This is with regard to the TCS offer & your subsequent acceptance to join our organization on **20th February '19 (Wednesday)**

Prior to On-Boarding, you are requested to come for Document Verification & Submission

	Document Verification (tentative)	Induction
Date & Time	18th Feb '19 - 10.30 AM Sharp OR 18th Feb '19 - 3:30PM Sharp	20th Feb '19 - 9:30AM Sharp AND 21st Feb '19 - 9:30 AM Sharp
Venue	Tata Consultancy Services Limited Training Room - 3 First Floor Brigade Bhuwalka Icon ITPL Road Whitefield Bangalore Karnataka - 560066	Tata Consultancy Services Limited Multi Purpose Hall, Ground Floor Brigade Bhuwalka Icon ITPL Road Whitefield, Bangalore Karnataka - 560066

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

G-TEC COMPUTER EDUCATION

ISO 9001 : 2015 CERTIFIED

NELAMANGALA

N.S. COMPLEX, 2ND FLOOR, ABOVE SBI BANK, B.H. ROAD, SUBASH NAGAR, NR. WEAVERS COLONY BUS STOP, NELAMANGALA

Ph: 080-27722925, 888 444 8649

Corp. Office: PEACE CENTRE, SINGAPORE - 228148

Harshitha Naik V

Date: 08-12-2018

ISG/ISO17
2014-15, ISE

To,
Harshitha Naik V
#501, 6th tower,
Shri Ram Sameeksha Apartment
Banglore-560015.

Sub: Offer of Employment

Dear Harshitha Naik V,

We are pleased to extend our offer of employment for the position of Operations Manager. In this position you will work in our G-TEC. In this position you will report to Centre Managing Director.

Effective date
The effective date is 10-12-2018.

Probationary Period
Your employment is subject to a probationary period of 3 months beginning on your start date of Joining. Your probationary period will be subject to revision as per the sole discretion of the company.

Remuneration
Your annual salary will be 4.2 Lakh P.A We will calculate and deduct statutory deductions (Federal tax, C.P.P., E.I.) for you at source. Your salary is paid by 5th day of every month. In case it happens to be a non-working day, The salary will be paid on next working day.

Benefits
In addition to salary you receive the following benefits- Incentives.

Termination
On termination of this contract, you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effect or records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items.

www.gteceducation.com

Please provide your signature on one copy of this letter as your acceptance of these terms and conditions that shall constitute an agreement between us. Please return one copy to us for our files.

Harshitha Naik V, we look forward to establish a professional working relationship with you and welcome to our team.

Principal
Sapthagiri College of Engineering
14/5 Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

2:33 Vo LTE 13

G-TEC COMPUTER EDUCATION

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Ph: 080-27722925, 888 444 8649

Kindly sign and return a copy of this letter. Please initial each page in acceptance of the terms and conditions set out therein. We welcome you and wish you every success in your career with G-TEC COMPUTER EDUCATION.

Yours Sincerely

For G-TEC COMPUTER EDUCATION

G-TEC COMPUTER EDUCATION
N.S. Complex, 2nd Floor, Above SBI Bank,
Near Weaver's Colony Bus Stop,
Nelamangala - 562 123

Centre Managing Director

I accept the terms and condition of this offer letter.

Harshitha Naik V

Harshitha Naik V

Operations Manager

COMPUTER EDUCATION
www.gteceducation.com

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Sapthagiri College of Engine
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Bengaluru - 560 057

TI2 TECHNOLOGIES
THINK INNOVATE. IMPLEMENT

DATE: 03/03/2015

OFFER LETTER

Dear Deepthi Pooncha M,

Subsequent to your successful interview with TI2 Technologies; we are pleased to offer you the position as **"Testing Engineer"** in our organization. We take pleasure to inform you that your **CTC** will be **Rs.2.25 lac per annum** .

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **14-08-15,** failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non- Disclosure Agreement).

Very truly yours,

Mrs.Sushma B,
CEO

TECHNOLOGIES BANGALORE-73

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

2, Sathya Shanthi Nilaya, 10th Cross, Bagalagunte, Bangalore - 560073.
www.ti2technologies.com ti2technologies2@gmail.com
9901758006

RESOURCE
real estate solutions

Job Offer Letter

Date: 04-04-2015

Dear Manoj S,

We are pleased to offer you the position of HR trainee at FIRST RESOURCE Company.

Your job will commence on 10-10-2015 and your starting salary will be 2 Lakhs per annum.

Please report to Mr. Veerendra Kumar, Managing Director on 01-10-2015 prior to your commencement of employment. You will be required to complete necessary payroll and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of FIRST RESOURCE Company to complete the enclosed Confirmation of At-Will Employment Form and sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

We look forward to your arrival at FIRST RESOURCE Company.

If you have any questions of comments, please call me immediately.

Very truly yours,

Mr. Veerendra Kumar

Managing Director

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Mahesh AS
1SG11IS024
2014-15, ISE

ALL INDIA NETWORK PROJECT ON AGRICULTURAL ACAROLOGY

(Indian Council of Agricultural Research)

COLLEGE OF AGRICULTURE
UNIVERSITY OF AGRICULTURAL SCIENCES
GKVK, BANGALORE - 560 065
KARNATAKA, INDIA

Grams : UNIVAGRIS
Fax : 080 - 23330277
Phone : 080 - 23431567
080 - 23330153 Ext:297
E-mail : nagappasrinivas@yahoo.com

Dr. N. Srinivasa
Network Co-ordinator

No. AINP/AA/NC/1930/2016-17

Date: 23.02.2017

Sub: "Selection of Computer Assistant under Network Unit, AINP on Agricultural Acarology on work contract basis" – reg.

Ref.: 1. No. AINP/NC/AA/155/2016-17 Dated: 25.01.2017
2. No. DR/TO/ Contract Work/2016-17/1148 Dated: 28.01.2017
3. Announcement No.AINP/AA/NC/1579/2016-17 Dated: 31.01.2017
4. Committee Order No. AINP/AA/NC/1804/2016-17 Dated: 18.02.2017
5. No. AINP/AA/NC/1934/2016-17 Dated: 23.02.2017

****

ORDER

Mrs. Mahesh, A. S. is awarded for the Computer Assistant in the Network Unit of the AINP on Agricultural Acarology on the following terms and conditions.

1. The award is purely on temporary basis and will not involve any claim of permanency to employment in any manner whatsoever.
2. He will be paid salary 14,550/- (Pre-revised scale)
3. The duration of the award is 179 days.
4. The award is terminable at any time without notice.

The selected candidate will not be entitled to:

1. Benefits of P.F. or any other terminal benefits of services.
2. Medical facility or reimbursement of any expenditure incurred for medical treatment.
3. Any residential accommodation.

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Bengaluru - 560 057

192
P-50

He is directed to report for duty to the Network Coordinator within ten days failing which the award of Fellowship is deemed as cancelled.

Work Assigned:

The selected candidate is expected to attend to all works identified by the ICAR, New Delhi and its authorities as part of the research and extension work of the project. He is also required to take up any and all work assigned by the Network coordinator, AINP on Agril. Acarology, Bangalore in the interest of the project work.

He is further directed to give an undertaking as given below.

BY ORDER

Network Coordinator

NETWORK COORDINATOR
All India Network Project on Agril. Acarology
Dept. of Entomology, Univ. of Agril. Sciences,
GKVK, Bangalore-560 065.

Copy to:

1. Administrative Officer, UAS, GKVK, Bangalore
2. Director of Research, UAS, GKVK, Bangalore
3. Comptroller, UAS, GKVK, Bangalore

The Undertaking to be executed by the selected candidate:

UNDERTAKING

I the undersigned Mahesh, A.S understand that the contract assignment in research or extension project in the University is purely on temporary basis for a maximum period of 179 days. I agree that University may terminate work contract any time without assigning any reason or whatsoever.

I am responsible for any material that comes under my usage during my work contract period and abide to hand over them intact at the time of termination of work contract.

Place: GKVK, Bangalore
Date: 25/02/2017

Signature
(Mahesh, A.S)

NETWORK COORDINATOR
All India Network Project on Agril. Acarology
Dept. of Entomology, Univ. of Agril. Sciences,
GKVK, Bangalore-560 065.

Principal
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Bengaluru - 560 057

TEKsystems

Our people make IT possible.

Date: 13-December-2019

Ms. Megha P R
No.76, 2nd Floor Changamaraju Garden,
Sarakki Agrahara, J.P. Nagar 5th Phase,
Bangalore 560078

Megha P R
ISGII ISO26
2014-15, ISE

Letter of Offer

Dear Megha,

Congratulations!

Subsequent to your interview and discussions with us, we are pleased to offer you the position of "**Software Test Engineer**" with TEKsystems India, a division of Allegis Services (India) Pvt. Ltd ("TEKsystems India").

We take this opportunity to appreciate your decision to join TEKsystems India. As discussed, your joining date with us would be on or before **06-December-2019** or any other date as mutually agreed in writing.

This Letter of Offer and its terms will become effective only from the date of your joining.

Our emphasis is on "creating opportunity for people "and in this process we hope to serve you relentlessly as Career Advisors and Trusted Partners.

At the client place, you are the brand ambassador of TEKsystems India. The client experiences who we are and what we stand for through you and your commitment to make the client successful. We are confident that you will make us and the client proud.

Your employment with us will be governed by the terms and conditions as detailed in **Annexure A**.
Your compensation would be as outlined in **Annexure B**. Your benefits will be as per **Annexure D.**

Employment as per this Letter of Offer is subject to your confirmation and acknowledgement in writing and on successful clearance of all requisite background verifications conducted as per policies

It is a pre-condition to your joining that on or before the date of joining, you would be required to furnish a completed 'Employment Application Form' along with photocopies of all documents as listed in **Annexure C**.

We are very happy to welcome you as an employee of TEKsystems India, and we wish you a long, productive and satisfying career with us.

Yours Sincerely,
For and behalf of Allegis Services India Private Limited

Principal
Sahyadri College of Engineering
14/5 Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

India: Allegis Services (India) Pvt. Ltd:
Commerce @ Mantri, Level 3, No.12/1 &12/2, NS Palya Bannerghatta Road, Bangalore 560076
Tel: +91-80-4610 8000 **Fax:** +91-80-2841 3299

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Our people make IT possible.

TERMS AND CONDITIONS OF EMPLOYMENT
Annexure A

1. **Place of posting:** Your initial place of posting is at **DXC.Technology India Pvt. Ltd ; Bangalore.**You will be governed by the rules and regulations of the Client which the TEKsystems India has agreed to abide by.

   You might be sent on deputation or on permanent transfer, to any of the offices/subsidiaries/associate offices of the company or its clients, to any town or city in India or abroad, at the sole discretion of the Management, in the business interests of TEKsystems India and its client.

2. **Working Hours**: Office timing will be as per policy of the client.

3. **Salary and Benefits**: The salary and benefits offered to you and paid by TEKsystems India are in return of the services which you are required to perform for and on behalf of TEKsystems India. You shall, therefore, at all time during the course of your employment, devote full attention, dedication and commitment to your job and responsibilities assigned to you and ensure that they are completed with utmost sincerity and deliver high standard outputs all the time. Failure to meet commitments and delivery on time shall be considered as an act of indiscipline or incapability to deliver or both.

   Your salary shall be payable as per the Salary Annexure B attached herewith. TEKsystems India shall not be responsible for any delays in payment of salary caused by the late submission of education/prior employment documents required for any verification which TEKsystems India may deem fit to verify the records submitted by you.

4. **Statutory Payments and Deductions:** Statutory payments such as contributions to your Provident Fund, both Employer and Employee share, will be made as per the provisions of the Provident Funds Act, 1952. Statutory deductions such as Income Tax, Professional Tax, contributions to Central/ State Welfare Funds etc. shall be made from your salary, as applicable.

5. **Medical Insurance:** Being an employee of TEKsystems India you will be entitled to participate in the Medical Insurance benefits subject to the rules of such benefits as laid out in TEKsystems India's policy. The company reserves the right to change or modify the benefits at its sole discretion.

   During the course of your employment with TEKsystems India you will be entitled to participate in TEKsystems India's personal accident insurance subject to the rules of such scheme. The company reserves the right to change or modify the insurance benefits at its sole discretion.

6. **Termination:** Either party can end this employment engagement by serving a notice of **1 month** to the other party. If the Company concludes the employment and decides to relieve you before the completion of the notice period, the Gross Salary component of the salary would be paid to you. If at your request, Company agrees to relive you before serving the full notice period, you will be liable to pay the Company the Gross Salary component of the salary for the balance notice period. However, please note that accepting any such relieving request would be entirely at the discretion of the Company based on the business needs.

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Bangaluru - 560 057

This contract of employment may be terminated by TEKsystems India without notice under any of the following clauses:

a. If you either commit any serious breach or (after warning) repeat or continue any material breach of your obligations under this Agreement or persistently fail or neglect to carry out your duties under this contract of employment or fail to maintain a satisfactory standard of conduct or performance within a reasonable time after receiving written warning from TEKsystems India/Client relating to your conduct and/or performance.
b. If you are guilty of fraud, dishonesty or conduct (whether or not in the course of your deputation) tending to bring yourself, TEKsystems India/Client or any Group company of TEKsystems India into disrepute or otherwise to affect prejudicially the interests of TEKsystems India or any group company.
c. If you commit an offence relating to insider dealing or are in breach of the rules of any authority or regulatory organization, which apply to you.
d. If you are guilty of offensive or unprofessional behavior;
e. If your performance is not found up to standards or you are prevented from properly performing your duties for any reason.

The termination will not invalidate or affect any claim, which TEKsystems India may have against you, nor will it invalidate or affect any terms or conditions of this agreement, which are expressed to have continuing effect after the termination of your agreement, even if TEKsystems India has breached any other terms of the agreement.

On separation from company employment for any reason, you shall comply with the Company's separation procedure, sign all documents and return all Company property on or before your last working day. The Company will not be bound to pay your dues, if any, till you have completed all the separation procedures and surrendered company property, assets, documents, etc.

7. **Values, Integrity, Honesty and Ethics:** During the course of your employment with TEKsystems India, you shall adhere to the values, integrity and ethics of the organization in particular and that of the society in general. You shall uphold the principles of honesty, integrity, values and business ethics in all the dealings and transactions which you do directly or you are part of, for an on behalf of TEKsystems India. If at any time during or after your employment with TEKsystems India, if it is found, reported or established that in any of the transactions or engagements you have willfully violated, supported others in violating or have hidden / not reported any such acts or actions which were in your knowledge but not reported; will be treated as violation of this clause. Any violation to this shall be viewed very seriously and attract stringent action, which the management deems appropriate in accordance with the nature of violation.

8. **Confidentiality of Information and Privileges:**

a. During the course of your employment, you may be given various rights and privileges as per the requirement of your role (including any specific privilege, right or access granted by the client) to enable you to perform your tasks. These rights and privileges are meant to be used only for the purpose for which they are granted and intended to be used. You shall, under no circumstances, use such rights and privileges for your personal benefit/gain or with the intent of providing undue gain / benefit to others.

Your salary package is based on, besides your overall experience level, your educational qualifications and the experience and knowledge level assessed at the time of selection, particularly in the relevant skills. Therefore, the salary package offered to you is unique and personal to you. Any comparison of the same with the salary packages of other employees, may be unrealistic and misleading.

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b. You are required to strictly maintain confidentiality and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration/terms of employment, to any other employee of the Company except to your immediate reporting manager/ Your company HR SPOC/ Head of the HR, at any time during the period of your employment. Any disclosures of your salary or enquiry of anyone else's salary will be considered as breech of ethical behavior and if found to be true, strict deterrent action would be taken.

c. In the similar way, when deputed to work/interact at the client site, you are expected to maintain full confidentiality regarding your salary packages, allowances or any other payments and are expected not to discuss or disclose the same to any member of the client staff, in the interest of maintaining and promoting good and ethical functional business relations with our clients.

9. **Information Security:** In performing your duties, you may receive or be exposed to confidential and trade secret information and documents of TEKsystems India and its employees, customers/partners/ business associates. You are required not to divulge any such information, either directly or indirectly at any time, in any form to any party not authorized by the Management of TEKsystems India or not privy to such information or documents.

All employees on joining are required to sign a confidentially cum non-disclosure agreement. In addition, whenever you are deputed to overseas offices, you would be required to sign the following agreements:

- Overseas Employment Agreement (if applicable)

10. **Discovery/inventions:** If you conceive including but not limited to any new or advanced methods of improving process / formulae / systems, software, source codes in relation to the operations with us, in which you may have been associated, the same shall be the sole propriety of TEKsystems India and/or the Client and either shall be free to apply for any patents, copyrights in respect of the same. TEKsystems India and/or Client shall also be free to sell, lease, mortgage or use such patents or copyrights in any manner.

11. **Assignment of work related rights:** During the course of your employment with us, you will be assigned with various types of work / tasks as per the business requirements of the organization, including that of the customers and/or stakeholders of TEKsystems India. The nature of work can be related including but not limited to a project, process, service, function, practice as per the business demand of the specific period. However, you shall not have any type of right, whatsoever, including that related to the process, project, service, functional area, practice, business knowledge, which you have obtained during the course of your employment and/or assignment with TEKsystems India and you agree and accept to assign all such rights to TEKsystems India and/or its customers, as the case may be, and you shall have no claim on any such rights.

12. **Non-Solicitation:**

12.1 While employed with TEKsystems India and for a period of eighteen (18) months from the termination of employment with TEKsystems India, for any or no reason, directly or indirectly, whether as an employee, officer, director, consultant, independent contractor, partner or otherwise; hire or assist others in hiring any employees, independent contractors, vendors, suppliers or TEKsystems India, without the prior written permission from TEKsystems India, and you shall not solicit or encourage any employee or independent contractor to end his/her employment or relationship with TEKsystems India.

12.2 While employed with TEKsystems India and for a period of eighteen (18) months from the termination of employment with TEKsystems India, for no reason, directly or indirectly, whether as an employee, officer, director, consultant, independent contractor, partner or otherwise solicit

business from or be in contact with any customer(s) of TEKsystems India directly or indirectly and/or a client to whom you were introduced directly or indirectly by TEKsystems India OR solicit or seek employment with any customers of TEKsystems India or become employed by customers of TEKsystems India OR contract with, work for, provide any services or goods whatsoever to, or be retained in any way by any customer of TEKsystems India, without prior written permission from the management of TEKsystems India.

12.2 In case, you are being deputed for an assignment at the client site whether overseas or within India, you will fulfill the full term of deputation and duration of the assignment at the client site on behalf of TEKsystems India and/or its client. You will also not solicit any employment from the client, whether directly or indirectly, as an employee or an independent consultant, contractor, director or in any other capacity during the course of your deputation or within eighteen (18) months upon completion of the assignment, without prior written permission from the head of HR of TEKsystems India.

The term customer, as used in above clauses, refers to any person, company, partnership or entity for whom you have performed services at any time during your employment, or with whom you have had direct contact during the one-year period immediately prior to your termination.

You further agree that you shall abide by all the provisions of this Offer of employment and any other provisions executed by you in any document as and where applicable. You understand that if you violate the above undertaking, you shall be liable for suitable damages, which will be decided at the discretion of the TEKsystems India after taking into consideration the nature and extent of the violation. You acknowledge that Trade Secrets and Confidential Information, Intellectual Property Rights constitute one of TEKsystems India's main strengths, and that TEKsystems India has legitimate interest in including a non-competitive clause in the Offer of employment. You also agree that if any of the provisions of this Offer of employment or any other document is violated or likely to be violated, then TEKsystems India shall also be entitled to move for injunction against your before a competent court.

13. **Other Employment/Profession:** During the time you are employed with us you will work exclusively for us and shall not engage, whether directly or indirectly, with any other person, firm, company or organization, whether with or without remuneration, without the written permission of the Head of HR Function of the Company. Any action to the contrary would render your services liable for termination notwithstanding any other conditions mentioned in this appointment letter.

    You must not at any time during (except so far as is required for the proper performance of your duties) nor at any time after the termination of your employment with TEKsystems India communicate or divulge to any person ("person" shall include a firm or TEKsystems India or any other undertaking) or make use of or permit any other person to make use of for your own or any other person's benefit any Confidential Information.

14. **Exams and Courses:** In case you intend to take up any full-time/part-time course while working with TEKsystems India, which requires your absence from or which may hamper your regular work, you are required to obtain written permission from our HR and from the client manager, before doing so.

15. **Specialized Training / Learning Opportunities:** If you are provided any specialized training in TEKsystems India, including on-the-job specialized training on technology domain or process related areas, you will be required to sign a bond with the Company that guarantees a certain length of your employment with TEKsystems India, so that both you and the organization benefits out of the investments.

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Bengaluru - 560 057

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16. **Company provided assets:** You may be provided with various type of company / client provided assets, access, documents, etc. to enable you to fulfill the requirements of your project / assignment / role. Such assets are strictly intended for the official purposes and shall be used only by you and never handed over to anyone under any circumstances, without the prior written approval of TEKsystems India management or approved by the reporting manager at the Client

17. **General Conduct, Rules & Regulations:** You will be governed by the various rules, regulations and service conditions that are in force or may be framed or amended by the Company from time to time. During the employment with the Company you will also be governed by the Company's policies and rules regarding attendance, leave, disciplinary actions policy, provident fund, gratuity and Group Medical Insurance Scheme and all other policies and procedures, which are in place or which may be in place from time to time.

    If at any time in the opinion of the Management, you were found guilty of dishonesty, negligence or indiscipline, or of violation of any of the terms of this appointment letter or any of the policies of the Company, your services would stand terminated without any notice period or compensation.

18. **Misrepresentation:** Your employment is subject to the correctness of all the information furnished by you at the time of selection and joining. The Company conducts background verification of any or all of the information/documents furnished by you and this can be done any time from the date of offer for employment or during the course of your employment. During the course of your employment, if it is found that any material information furnished by you verbally or in writing, in application form of interview or otherwise is suppressed, omitted, misquoted or wrongly given, the Company shall have the right to terminate your appointment without any notice or compensation.

19. **Undertaking on non-criminality**: This offer for employment is extended to you in good faith on your assurance during the course of our discussions that you are not facing any criminal charges in India or outside and/or you are not convicted for any criminal offences by a Court of Law anywhere in the world. You also undertake and assure that you are not a member of any banned organization(s) and/or not associated with in any manner with any organization(s) or association which is engaged in activities detrimental to any government, nation, society or community.

20. **Retrial:** Apart from your compensation and benefits you will also eligible for Gratuity on completion of five years of continuous services with the Company, as per the Payment of Gratuity Act, 1972.

21. **Address for Communication:** All communication from your date of joining will be sent to your permanent address/correspondence address and/or e-mail ID mentioned by you in your CV/employment application form or updated by you in the internal application of TEKsystems India by you from time to time. You are required to intimate the management of any change in your residential address/correspondence address/personal e-mail ID, along with the contact phone numbers, failing which any communication sent on your last recorded address shall be deemed to have been served on you.

22. **Law and Jurisdiction:** This appointment is subject to Indian Laws. Any dispute or difference or claim arising in connection with this contract shall be resolved by reference to arbitration by a sole arbitrator appointed by TEKsystems India at its sole discretion. The arbitration proceedings shall be governed by the Arbitration & Conciliation Act, 1996. The language of arbitration shall be English. Each of COMNPANY or the employee shall be respectively entitled to approach the Court of competent jurisdiction for such interim reliefs as TEKsystems India or the Employee may in its discretion deem fit. The venue of arbitration shall be at Bangalore and the Courts at Bangalore shall have exclusive jurisdiction. The award of the arbitrator shall be final and binding on the parties.

India: Allegis Services (India) Pvt. Ltd:
Commerce @ Mantri, Level 3, No.12/1 &12/2, NS Palya Bannerghatta Road, Bangalore 560076
Tel: +91-80-4610 8000 **Fax:** +91-80-2841 3299

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangalore-560 057

TEKsystems

Our people make IT possible.

Salary Annexure – B

Position Title: Software Test Engineer		
Work Location: DXC.Technology India Pvt. Ltd; Bangalore		
Salary Break-up	**Rs (per annum)**	**Rs (per month)**
1. Base Salary	198000	16500
2. HRA	83344	6945
3. Statutory Bonus	39600	3300
Gross Salary (A)*	**320944**	**26745**

*Amount subject to deductions (PF, PT & IT) as per applicable laws

Employee Benefits	**Rs (per annum)**	**Rs (per month)**
Provident Fund - Employer Contribution	23760	1980
Total Value of Benefits (B)	**23760**	**1980**
Total Annual Compensation (A+B)	**344704**	**28725**
Other Benefits	**Rs (per annum)**	**Coverage**
Medical Insurance Self +5 Dependents	15277	300000
Personal Accident Insurance(Only for Self)	500	300000
Gratuity(as per applicable laws)	9519	
Total Value of Benefits (C)	**25296**	
** All non-monetary benefits are subject to Satisfy the payment of bonus act and Company norms in terms of insurance		
Total Annual cost to company (A+B+C)	**370000**	

Salary shall commence post your date of joining and paid in arrears from the month of joining

We extend a very warm welcome to Allegis family, and look forward to a long and mutually rewarding association

Wishing you all the best,

Accepted

Manager HR Operations

Employee Signature

India: Allegis Services (India) Pvt. Ltd:
Commerce Vantri, Level 3, No.12/1 &12/2, NS Palya Bannerghatta Road, Bangalore 560076
Tel: +91-80-4610 8000 **Fax:** +91-80-2841 3299

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14/5, Chikkasandra, Hesaraghatta Main Road

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23. **Full and Final Settlement**: The Company will process Full and Final settlement within 45 calendar days from your last working day upon termination / resignation / completion of notice period / or any such event of separation. Any shortfall in notice period would be deemed to be breach and appropriate deduction would be made from the Full and Final Settlement. However this will be subject to eligibility for the settlement, completion of all exit formalities and such applicable conditions.

Please read this letter carefully and should the terms and conditions be acceptable to you, sign the duplicate copy as a token of your having understood and accepted these.

We welcome you to our pursuit of excellence and wish you a very rewarding and satisfying career with us.

Sincerely,
For Allegis Services India Private Limited

Declaration:

I _____ have read and understood the terms and conditions of my Letter of Offer for Appointment and do hereby voluntarily agree and accept the same.

Signature of Candidate:

Name of Candidate:

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Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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DOCUMENTS REQUIRED AT THE TIME OF JOINING

ANNEXURE-C

1. **Educational and Technical Certifications**
   - Copy of Standard X Certificate and Mark sheets.
   - Copy of Standard XII Certificate and Mark sheets.
   - Copy of Degree Certificate(s) – Graduate and Post Graduate.
   - Copy of Mark Sheets of all years – all Graduate/Post Graduate Programs.
   - Copy of any other Certifications/Course(s) attended.

2. **Employment History**
   - Copies of Appointment Letters (ALL previous employers).
   - Copies of Release AND Experience Letters (ALL previous employers).
   - Copy of last appraisal & salary increment letter (ALL previous employers).

3. Copy of Passport for Identity proof
4. Copy of Aadhaar
5. Four passport size colour photographs taken against white background.
6. Copy of permanent and present address proof
7. Copy of PAN Card
8. Last 3 months Salary Receipts
9. Form 16 issued by all your previous employers or Form 26AS of tax remitted by all your previous employer.

All the documents must be self-attested

India: Allegis Services (India) Pvt. Ltd:
Commerce @ Mantri, Level 3, No.12/1 &12/2, NS Palya Bannerghatta Road, Bangalore 560076
Tel: +91-80-4610 8000 **Fax:** +91-80-2341 3299

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TEKsystems
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About us

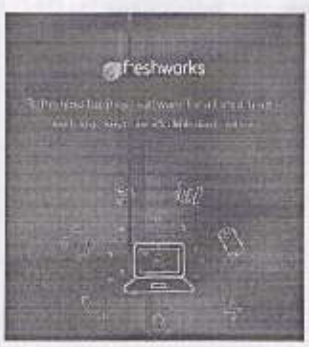
Visit our site @ https://www.teksystems.com/en/about-teksystems to know more

Stay connected with us

Visit your login page @ https://allegis.ramcocloud.com/RVW/extui/vwrt/LaunchPanel.htm to know more

Have a query! Want to give a feedback! Refer your friend!

Submit a Ticket @ https://teksystemsindia.freshdesk.com or email @ support@teksystemsindia.freshdesk.com and track quick resolution



India: Allegis Services (India) Pvt. Ltd:
Commerce @ Mantri, Level 3, No.12/1 &12/2, NS Palya Bannerghatta Road, Bangalore 560076
Tel: +91-80-4510 8000 **Fax:** +91-80-2841 3299

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Meghana N
1SG11CS027
2014-15, ISE

ASCENT HR

Date: 9th Aug'18

Meghana Nagaraja
#114 1st floor, 2nd cross,
Sri Renukamba temple street,
Doddabomasandra,Vidyaranapura post,
Bengaluru-560097

Sub: Offer Letter

Dear Meghana Nagaraja,

Following your interview with us, we are pleased to offer you the position of **Software Engineer-1** with our organisation **Ascent Staffing Solutions Private Limited**. You will be based at our **Quotient Technology Inc.**

You are required to join on or before **20th Aug'18** and end on **19th Aug'19.** You will be on training for a period of three months from the date of your appointment. On successful completion of your training, you will be put on probation for a period of three months. Your services with the organization would be confirmed subject to satisfactory performance during probationary period, in terms of conduct, discipline, attitude and work related performance. Your services during the contract period may be terminated by yourself or by the Company on one month's written notice.

Your duties and responsibilities will be as set out in the job description to be sent to you at a later date or will be given to you by the reporting authority at your place of work.

Your salary on Cost to Company basis at the commencement of your Appointment will be **Rs. 441228/- (Rupees Four Lakh(s) Forty One Thousand Two Hundred Twenty Eight Only)** per annum payable monthly by bank credit transfer.

Other terms of service will be spelt out in the Appointment Letter to be issued upon your acceptance of this Offer Letter or joining the Organisation.

To accept this **Offer Letter**, please confirm by signing and returning one copy to either the HR in-charge at your place of work or the Ascent representative.

We do hope that you will accept this offer. In the meantime, if you wish to discuss any aspect of this offer, please do not hesitate to contact: the HR Department at your location or at Ascent Staffing Solutions.

Yours sincerely,
for **Ascent Staffing Solutions Pvt Ltd,**

Pradeep

Authorized Signatory
Place: Bengaluru
Date: 9th Aug'18

Signature: ----------
Name: Meghana Nagaraja

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Fitment Sheet

Name : Meghana Nagaraja **Location : Bengaluru**
Position : Software Engineer-1 CTC : 441228/-p.a

	Salary Components	*Amount Per Month (Rs.)*	*Amount Per Annum (Rs.)*	Additional Information and Guidelines	Remarks
Part-A	Basic	13500	162000	40% of Base Salary/Minimum Wage.	
	House Rent Allowance	5400	64800	40% of Basic	
	Special Allowance	4975	59700	Base Salary - Basic, HRA & Medical Allowance, Statutory Bonus	
	Statutory Bonus	1125	13500	20% of basic if the basic is less than 21,000	
	Base Salary	**25000**	**300000**	Fixed Income	
	P F Employee Contribution	1620	19440	12% of Basic (Employee Contribution)	
	ESI Employee	0	0	1.75% on Base Salary , if it is less than 21,000	
	PT	200	2400	Fixed if Base Salary is more than 15000	
	Net Pay	**23180**	**278160**	Base Salary –(PF EE + ESI EE+PT)	
	P F Employer Contribution	1620	19440	12% of Basic (Employer Contribution)	
	ESI Employer	0	0	4.75% on Base Salary , if it is less than 21,000	
	Gratuity	649	7788	4.81% of Basic Pay (As per Gratuity act)	
	Gross Salary	27269	327228	Gross Pay (Base Salary + PF ER + ESI ER+ Gratuity),	
Part - B	Shuttle / Cab Services	7000	84000	Cab services to the closest point (within city limits as defined by prevailing Transport Policy of the company)	**Additional Benefits**
	Medical insurance	1000	12000	Fixed benefit amount on GMC. 3.5L coverage, 1+5 dependant coverage.	
	Lunch / Snacks	1500	18000	Lunch and Snacks will be provided at company cafeteria	
	Cost To Company	36769	**441228**	Gross+Cab+Medical Insurance+Lunch	

Amount in words: Rupees Four Lakh(s) Forty One Thousand Two Hundred Twenty Eight Only

Gratuity : Gratuity paid on seperation as per the company policy
Medical Insurance : Details of Medical Insurance will be provided

***These benefits are in addition to your Base salary. Not availing these benefits by the employees will not lead to an equivalent cash payout. Cost of Insurance Premium,Shuttle/Cab services and Lunch/snacks are averaged out and borne by the company . (PART B ARE THE COMPANY'S ADDITIONAL BENEFITS .)**
The management reserves the right to change /modify benefits without any prior initmation. Discontinuation of any of these benefits will not lead to a cash payout.
for **Ascent Staffing Solutions Pvt Ltd,**

Authorized Signatory
Place: Bengaluru
Date: 9th Aug'18

Signature: ----------
Name: Meghana Nagaraja

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

netsmartz

Netsmartz Infotech (India) Private Limited
Regd. & Corporate Office :
Unit No. 921, 9th Floor JMD Megapolis, Sohna Road,
Sector-48, Gurgaon HR 122001
Branch Office :
- Plot No. 10, Rajiv Gandhi Chandigarh Technology Park,
Kishangarh, Chandigarh-160101
Phone : +91-172-5055200
- Plot No. IT-C 9, Sector 67, IT Park, Mohali- 160062
Phone : +91-172-5055200
ROC CIN # U72200HR2004PTC074149
E-mail : info@netsmartz.com Web: www.netsmartz.com

LETTER OF INTENT

Ref: NTZ/HRD/DEV/2019/169-2366
Date: 09-Apr-2019

Mr. Vasant Raina
S/O Mr. Ramesh Kumar Raina
#134, Lane 10-B, Vinayak Nagar,
Sector-1, Muthi, Jammu City,
Jammu & Kashmir, Pincode-181205
Contact No.: 6239654967

Dear Vasant,

In reference to our initial communication and subsequent interviews with us, we are pleased to offer you for the position of **Software Engineer** in **Development Department** at **Netsmartz Infotech (I) Pvt. Ltd.** based at **Mohali.** You will be on a Probation period for three months from the date of your joining (which may be extendable based on your performance during probation period). Your services will be confirmed with the company in written after successful completion of probation period.
We are pleased to offer you employment for the above-mentioned position on terms and conditions mutually discussed and agreed.

- You are required to send self-attested copies of the following:

1. All certificates in support of your Educational Qualification(s)
   - Standard Xth and XII the mark sheets / equivalents
   - Degree certificate and mark sheets for all semesters
   - Postgraduate Degree certificate and mark sheets for all semesters
   - Professional certification, if any
2. Emolument and work experience certificates from previous employers
3. Relieving letter from your previous employers
4. 4 Passport size photographs
5. Adhaar Card
6. Permanent & Current Address Proof (Ration card/Landline Telephone bill/Electricity bill)
7. Affidavit with permanent / current address (whichever is applicable), signed and stamped by Notary
8. Identify Proof (Voter's ID/ Driving License)
9. Copy of your passport (If you do not have one, please apply for the same)
10. Copy of vehicle RC/ Proof of any asset you own
11. 2 copies of PAN Card

- On joining, you will be required to furnish (if applicable):

1. Relieving letter and Experience Certificate from your present employer.
2. Last drawn three Salary Slip / Certificate showing monthly salary and Annual benefits, from the present employer.
3. Cancelled Cheque (1 in Number)

*You shall join the services of **Netsmartz Infotech (I) Pvt. Ltd.** on or before **10-Apr-2019**. We shall appreciate the acceptance / confirmation of this letter latest by **09-Apr-2019**. Non-acceptance before the stipulated date shall make this offer redundant automatically.*
Your **salary package will be INR 3,42,000 (Rupees Three Lakh & Forty Two Thousand Only)** (Detailed breakup in Annexure I attached). Your Appointment Letter containing terms and conditions will be given to you on your joining.
Please return the enclosed copy duly signed as a token of your acceptance of the letter.

Regards,

Vishakha Saini
Senior Manager – Human Resource
Netsmartz Infotech (I) Pvt Ltd.

Vasant Raina
Date:

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

1IC5091 (14-11)

netsmartz

Netsmartz Infotech (India) Private Limited
Regd. & Corporate Office :
Unit No. 921, 9th Floor JMD Megapolis, Sohna Road, Sector-48, Gurgaon HR 122001
Branch Office :
- Plot No. 10, Rajiv Gandhi Chandigarh Technology Park, Kishangarh, Chandigarh-160101
Phone : +91-172-5055200
- Plot No. IT-C 9, Sector 67, IT Park, Mohali- 160062
Phone : +91-172-5055200
ROC CIN # U72200HR2004PTC074149
E-mail : info@netsmartz.com Web: www.netsmartz.com

Ref: NTZ/HRC/DEV/2019/169A-2366

Date: 09-Apr-2019

Annexure I

Salary Components	Monthly (in Rs.)	Annual (in Rs.)
Basic Salary	20000	240000
HRA	7288	87456
Gratuity	962	11544
Group Medical Insurance	250	3000
Total CTC	**28500**	**342000**

Note: Take home salary will be subject to TDS deductions as per prevailing Income tax rules, and NRC Deductions.

Regards,

Vishakha Saini
Senior Manager – Human Resource
Netsmartz Infotech (I) Pvt Ltd.

Vasant Raina
Date:

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Network Labs (INDIA) Pvt. Ltd.,
"TAPASWIJI APCADE", # 180/2 Service Road
2nd Floor, Dollar Scheme Colony,
BTM 1st Stage, Near Central Silk Board, Bangalore-560068.
Ph: +91 80 26681795 /26682796 | www.networklabs.in

Date: 29th September 2017

To,
Abhiram Patil
Geetay Corner, Flat No. 102,
#1203, 6th Main, A Block, 2nd Stage,
Rajajinagar, Bangalore-560010
Mobile: +91 8861826555

Sub: Offer of Appointment

Thank you for your interest shown in being a part of the NETWORK LABS (India) Pvt. Ltd. team.

Based on our discussion with you we are pleased to offer you a position as Software Engineer on following terms & conditions.

1. Your joining date will be 3rd October 2017
2. Initially you will be on probationary period for 2 months
3. Your Minimum commitment period will be for 12 Months
4. Your CTC will be INR. 2,80,000/- per anum, detailed salary break up is attached as an annexure.
5. You will also be entitled for a one-time performance bonus of INR 20,000/- which will be based on your performance.
6. You may have to travel within India or Out of India for a short term or long term on the projects

Find the attached your salary break up in Annexure - I & leave policy, upon successful completion of your probation period you will be given detailed appointment letter.

Kindly sign the copy of this letter as a token of your acceptance of our offer and return the same to us. The detailed appointment letter shall be given to you shortly.

We look forward to you joining our esteemed concern and to your valued contribution to NETWORK LABS

With best wishes,

For NETWORK LABS (INDIA) PVT. LTD.

Network Labs (India) Pvt Ltd. Bangalore

Santosh Deshpande
DIRECTOR

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

UNISYS | Securing Your Tomorrow™

Unisys India Private Limited
Regd. Office: RGA Tech Park,
SEZ, 4 to 11 Floors, Block-3,Wing B
Survey No. 31/1, Chikkakannali Village,
Varthur Hobli, Sarjapur Road,
Bengaluru East Taluk,
Bengaluru - 560 035, Karnataka, India

Tel: +91 (80) 4032 3400
Fax: +91 (80) 4032 3350
Web: www.unisys.com
Email: unisysindia@unisys.com
CIN: U74899KA1994PTC048023

Date: October 26, 2018
Name: Akshay Raikar
Employee ID: 324235

Strictly Private and Confidential

Dear Akshay,

[redacted]: Promotion and Salary Increase

We are pleased to inform you that you have been promoted from Services Support Rep 2 to Operations Analyst 2 and your role code has been changed from W00427 to W00344 effective August 06, 2018. Your accomplishments exemplify the quality of achievement we celebrate at Unisys.

We are also pleased to inform you that your gross compensation has been revised to **INR 318,052/-** per annum effective October 01, 2018. The revised compensation breakup is given in the Annexure.

The tax liability on the revised compensation shall be borne by you as per the applicable tax laws.

You shall be governed by the prevailing rules, regulations and such other practices, systems, procedures and Policies that are applicable to your Band/Role.

Your notice period at the time of separation will be governed as per "section #4: Notice Period" of the Separation from Employment policy. This communication supersedes the clause on Probation / Notice Period mentioned in your employment offer letter.

We thank you for your contributions to the company and wish you all the very best in your career.

For Unisys India Private Limited,

Subhashini Sriram
Senior Director – Human Resources

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

APT

Tel : +91-80-32953760
Fax : +91-80-28367304
Cell : +91-9845529001
E-mail:advent_tech@rediffmail.com

Advent Power Technologies

Shed No. 59, Karim Saheb Layout Main Road, Shrigandhanagar, Near Peenya 2nd Stage, Vishwaneedam Post, Bangalore-560 091.

DATE: 07-Jan 2015

OFFER LETTER

Dear Bapi Das,

Subsequent to your successful interview with Advent Power Technologies; we are pleased to offer you the position as **"Testing Engineer"** in our organization. We take pleasure to inform you that your **CTC** will be **Rs.2.25 lac per annum**.

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **06-07-15**, failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non-Disclosure Agreement).

For ADVENT POWER TECHNOLOGIES

Very truly yours,

Authorised Signatory

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

CSE
14-15

SLK Software Services Pvt. Ltd.
SLK 1, 40/A, KHB Industrial Area, Yelahanka
Bengaluru - 560 064, INDIA.
Ph. : +91-30-23515721 | +91-80-41805721
Fax : +91-30-23515734
E-mail : corporate@slk-soft.com
CIN : U72200KA2000PTC027503
www.slk-group.com

21st July 2015

Ms.Sushma K
No-191 Ganiarahalli,
Chikkabanavara(Post)
Bangalore - 560090

Dear Sushma,

Congratulations!! We welcome you to join the team having vision to excel.

We have pleasure in offering to hire you to the position of a "**Trainee – Software**", subject to the terms of this offer.

Your monthly compensation (CTC) will be as given below.

- Rs.17,500/- during the initial period of 12months.
- Your Compensation will be reviewed, after 12 months completion based on your performance.

You will be required to sign an agreement to serve the company for a period of 2 years from the date of joining.

The date of joining will be subject to your successful completion of your course with an aggregate of 65%.The date of joining will be confirmed to you at a later date, based on the business requirements of the Company.

Your appointment is subject to you being found medically fit by the designated medical officer of the company. To this extent you will be required to undergo certain medical tests at the laboratory identified in the reference letter. The medical reference letter will be mailed to you along with the joining date confirmation letter.

Your employment is subject to a satisfactory verification of your identity, address, previous employment/(s) and education qualification. You will be given a detailed appointment order after the verification of the same.

Yours sincerely,

Murthy R K
General Manager-HRM

Encl. 1. List of documents required at the time of joining SLK Software

I agree & accept the terms and conditions of my prospective employment as mentioned above.

Signature: _____ Date: _____

(Sushma K)

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TARUN TECHNOLOGIES

Ref : TARUN/14-15/37 Date : 12/03/05

OFFER LETTER

Dear Sumita Nandi,

We are pleased to offer you **full time** position of **Desktop Engineer at Tarun Technologies.**

We are selecting you on the basis of your performance in the interview. Given below are the details of benefits, compensation, terms, and condition of your job with Tarun Technologies.

We take pleasure to inform you that your **CTC** will be **Rs.2.25 lac per annum** .

You will be reporting to **Mr. Ravi Prasad** starting on 18/09/2005 at **Tarun Technologies..**

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You can call or email us for further information. We look forward to hearing from you.

Very truly yours,

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Mr. Ravi Prasad,
CEO

FOR TARUN TECHNOLOGIES
C.S. Ravi Prasad

Spoorthi Reddy .P

SLK Software Services-Offer Letter

Congratulations! Offer Letter Enclosed.

Dear Spoorthi

Congratulations! We are pleased to offer you the position of **Trainee – Software** in our organization.

Enclosed please find the **offer letter copy** - kindly confirm the acceptance of the same.

Date of joining : Oct 8, 2015
Time of reporting : 9.30 AM

Venue details for joining:-
SLK Software Services Pvt. Ltd
"V&A Orane", # 40/A,
KHB Industrial Area, Yelahanka New Town
Bangalore-560 064.

Landmark: Shiv Mandir bus Stop/ Mother Dairy Circle

Prior to joining you are requested to undergo a medical examination, borne by SLK. Details as follows:

- Carry a copy of medical letter attached for medical examination hospital address enclosed in the invitation.
- Take an prior appointment on the date as suggested in Offer.
- Go empty stomach (12 hours before do not eat anything) for the test

Regards,
Sushma C.K

freedom to SUCCEED

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

Siddhant Technologies

#501, II Floor, 4th Main, 11th 'A' Cross
West of Chord Road, 2nd Stage
Mahalakshmipuram, Bengaluru - 560 086
INDIA.

JOB OFFER LETTER

Date: 15-02-2015

To

Satyam Kumar,
Computer Science Branch
Sapthagiri College of Engineering
Bangalore -560057

Dear **Satyam Kumar,**

We are pleased to offer you the position of Trainee Engineer at ***Siddhant Technologies.***

You have to join the company any day on the first week of June 2015 and your starting salary will be 2.3 Lakhs per annum.

Please report to the proprietor prior to your commencement of working. You are required to complete the necessary payroll and personnel forms and your company perks and package will be explained to you in detail by our HR Manager. Additionally, we require every employee of **Siddhant Technologies** to complete the enclosed Confirmation of At-Will Employment Form and sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

We look forward to your arrival, so kindly send us the acceptance to ***Siddhant Technologies***

If you have any questions of comments, please call me immediately.

Faithfully,

ANAND

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

SIDDHANT TECHNOLOGIES BENGALURU 560086

TARUN TECHNOLOGIES

Ref. : TARUN/2014-15/36 Date : 12/03/15

OFFER LETTER

Dear Manoj Kumar,

We are pleased to offer you **full time** position of **Sales Engineer** at **Tarun Technologies.**

We are selecting you on the basis of your performance in the interview. Given below are the details of benefits, compensation, terms, and condition of your job with Tarun Technologies.

We take pleasure to inform you that your **CTC** will be **Rs.2.25 lac per annum .**

You will be reporting to **Mr. Ravi Prasad** starting on **18/09/2015** at **Tarun Technologies..**

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You can call or email us for further information. We look forward to hearing from you.

Very truly yours,

Mr. Ravi Prasad,
CEO

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057.

for TARUN TECHNOLOGIES
C.S. Ravi Prasad
Proprietor

No. 767, 14th Cross, 1st Phase, J.P. Nagar, Bangalore - 560 078. E-mail : raviprasadcs20@gmail.com

TARUN TECHNOLOGIES

Ref. : TARUN/2014-15/37 Date : 12/03/15

OFFER LETTER

Dear Supreeth S,

We are pleased to offer you **full time** position of **Sales Engineer** at **Tarun Technologies**.

We are selecting you on the basis of your performance in the interview. Given below are the details of benefits, compensation, terms, and condition of your job with Tarun Technologies.

We take pleasure to inform you that your **CTC** will be **Rs.2.25 lac per annum** .

You will be reporting to **Mr. Ravi Prasad** starting on **18/09/2015** at **Tarun Technologies.**.

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You can call or email us for further information. We look forward to hearing from you.

Very truly yours,

Mr. Ravi Prasad,
CEO

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

For TARUN TECHNOLOGIES
C.S. Ravi Prasad
President

No. 767, 14th Cross, 1st Phase, J.P. Nagar, Bangalore - 560 078. E-mail : raviprasadcs20@gmail.com

TARUN TECHNOLOGIES

Ref. : TARUN/2014-15/36 Date : 12/03/15

OFFER LETTER

Dear Sneha Susi,

We are pleased to offer you **full time** position of **Sales Engineer** at **Tarun Technologies**.

We are selecting you on the basis of your performance in the interview. Given below are the details of benefits, compensation, terms, and condition of your job with Tarun Technologies.

We take pleasure to inform you that your **CTC** will be **Rs.2.25 lac per annum** .

You will be reporting to **Mr. Ravi Prasad** starting on **18/09/2015** at **Tarun Technologies.**.

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You can call or email us for further information. We look forward to hearing from you.

Very truly yours,

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Mr. Ravi Prasad,
CEO

FOR TARUN TECHNOLOGIES
C.S. Ravi Prasad
Proprietor

No. 767, 14th Cross, 1st Phase, J.P. Nagar, Bangalore - 560 078. E-mail : raviprasadcs20@gmail.com

EMC²

Warm Welcome

February 16, 2016

MR. MANISH. S
#57, 1ST MAIN, 1ST CROSS,
SOUNDARYA LAYOUT, SIDDAHALLI,
NAGASANDRA POST,
BANGALORE-560073
INDIA.

Dear Manish,

This is in reference to your application and subsequent interview for the career opportunity with EMC Software and Services India Private Limited.

Congratulations! We are pleased to offer you employment as **Associate Delivery Specialist I.**

Appointment

Your date of appointment is effective from the date of joining, which shall be as soon as possible, but not later than **March 02, 2016**. You will be based out of Bangalore.

You will initially be on probation for a period of six (6) months from the actual date of your joining with us. After the probation period, your employment status will be deemed confirmed in the regular service of the Company, unless you are notified otherwise.

You will be liable to be transferred/deputized in such capacity as the Company may from time to time determine, to any other location, department, function, establishment or any other Companies/Concerns/Organizations/Firms with whom the Company may make such arrangement or agreement. In such case, you will be governed by the terms and conditions of service applicable to the new assignment.

Salary

Your compensation is targeted at a "Total Earning Opportunity" of INR 449600/-(Rupees Four Lakhs Forty Nine Thousand Six Hundred Only) per annum. In addition to your compensation, we have designed the EMC Benefits Program to provide a holistic total value proposition. While benefits are intangible, some of them have been quantified and the cumulative value is INR 39560/- (Rupees Thirty Nine Thousand Five Hundred Sixty Only) per annum. Details of the compensation package and the benefits offered are set out under the "Compensation Package" section.

Rules and Regulations

You shall, in addition to the terms and conditions of employment specifically stated herein and the EMC Key Employee Agreement and Business Conduct Guidelines, also be governed by the rules, regulations, and such other practices, systems, procedures, and policies framed, amended, modified or omitted by the Company from time to time. You will also be governed by statutory laws enacted by the Central or State Government or local authorities as may be applicable to you from time to time. As a condition of this offer and your employment with EMC, you must review the Key Employee Agreement and Business Conduct Guidelines acknowledge your agreement to abide by the terms set forth in these documents.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

APT

Tel : +91-80-32953760
Fax : +91-80-28367304
Cell : +91-9845529001
E-mail:advent_tech@rediffmail.com

Advent Power Technologies

Shed No. 59, Karim Saheb Layout Main Road, Shrigandhanagar, Near Peenya 2nd Stage, Vishwaneedam Post, Bangalore-560 091.

DATE: 07-Jan 2015

OFFER LETTER

Dear Amit Kumar,

Subsequent to your successful interview with Advent Power Technologies; we are pleased to offer you the position as **"Testing Engineer"** in our organization. We take pleasure to inform you that your **CTC** will be **Rs.2.25 lac per annum**.

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

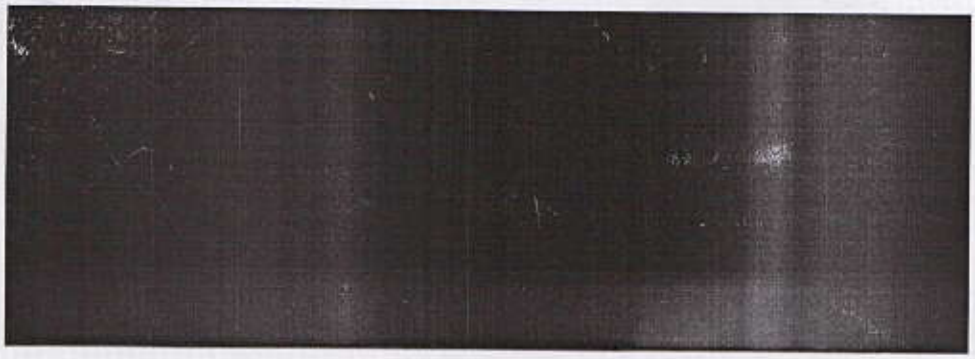
You are requested to join us on or before **06-07-15**, failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non-Disclosure Agreement).

For ADVENT POWER TECHNOLOGIES

Very truly yours,

Authorised Signatory

Principal
Sapthagiri College of Engineering
#14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057



OFFER LETTER

Dear Kavitha

With reference to the discussion we had with you, on behalf of Insemi Technology Services Pvt. Ltd., we are pleased to offer you the position of **Senior Design Engineer** and invite you to join the Insemi family.

Your total Cost to Company (CTC-remuneration) would be **INR 11,00,000 /- (Rupees Eleven Lakh Only)** per annum. Please refer to the enclosed detailed breakup for more details.

The allowances, benefits and other conditions of employment will be as per company policies as applicable from time to time.

Hardcopy of appointment letter will be provided at the time of joining.

Offer Summary:

Position offered	**Senior Design Engineer**
Total CTC (INR)	**INR 11,00,000**
Joining date	**01-Apr-2020**
Location of Employment	**Bangalore**

Please send us duly accepted email to take the process forward on or before **01 Apr 2020**, after which period this offer shall lapse automatically.

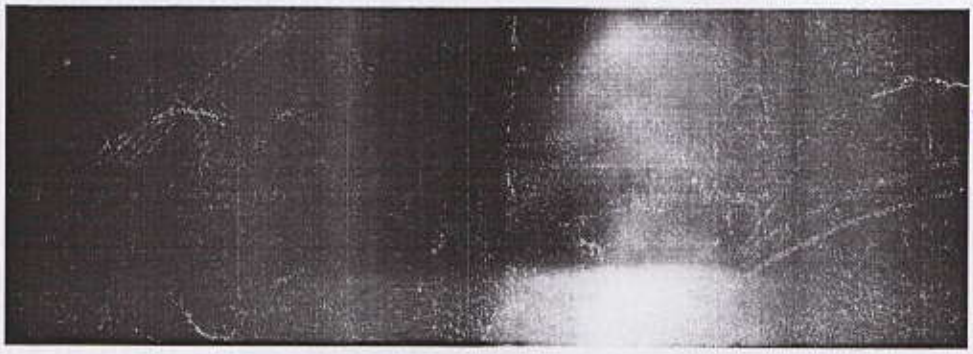
Warm welcome to Insemi Family!

Thanks and Best Regards,

Preethy Paul

Director, Human Resource

InSemi Technology Services Pvt. Ltd



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TI2 TECHNOLOGIES
THINK. INNOVATE. IMPLEMENT

DATE: 03/03/2015

OFFER LETTER

Dear Rahul Rana,

Subsequent to your successful interview with TI2 Technologies; we are pleased to offer you the position as **"Testing Engineer"** in our organization. We take pleasure to inform you that your **CTC** will be **Rs.2.25 lac per annum** .

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **14-08-15,** failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non- Disclosure Agreement).

Very truly yours,

Mrs.Sushma B,
CEO

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road,
Bengaluru - 560 057

TI2 TECHNOLOGIES BANGALORE-73

2, Sathya Shanthi Nilaya, 10th Cross, Bagalagunte, Bangalore - 560073.
www.ti2technologies.com ti2technologies2@gmail.com
9901758006

mindse8
www.mindse8.com

+91 7980 326 055

info.mindse8@gmail.com

JOB OFFER LETTER

23rd February 2015

Dear **Rajanish Kumar**

MINDSE8 is delighted to offer you the full-time job & the position of **"HR Trainee"**. You are requested to report directly to manager at work location on August 24th 2015.

The starting salary for this position is 2.5 lakh per annum. **MINDSE8** offers a comprehensive benefits program, which includes medical insurance other benefits will be described in more detail once u report.

Your employment with **MINDSE8** will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

We look forward to having you on our team! If you have any questions, please feel free to reach out at your earliest convenience.

Sincerely,
MChoudhary
MANOJ CHOUDHARY
Managing Director

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TARUN TECHNOLOGIES

Ref: TTKUN/2014-15/33 Date: 12/05/15

OFFER LETTER

Dear Sumith Patel B M,

We are pleased to offer you **full time** position of **Testing Engineer** at **Tarun Technologies**.

We are selecting you on the basis of your performance in the interview. Given below are the details of benefits, compensation, terms, and condition of your job with Tarun Technologies.

We take pleasure to inform you that your **CTC** will be **Rs.2.25 lac per annum** .

You will be reporting to **Mr. Ravi Prasad** starting on **18/09/2015** at **Tarun Technologies.**.

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You can call or email us for further information. We look forward to hearing from you.

Very truly yours,

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

Mr. Ravi Prasad,
CEO

No. 767, 14th Cross, 1st Phase, J.P. Nagar, Bangalore - 560 078. E-mail : raviprasadcs20@gmail.com

AJANTA
TEXTILES
www.ajantatextiles.com

+91 33 2258 2466
+91 9433 829 369
ashish.ajanta@gmail.com

Job Offer Letter

Dear **Lakshmi Kantha H K,**

Congratulations!!!

With great pleasure, I extend the following employment offer to you.

Position: Quality Engineer
Issue date: 10/03/2015
Joining Date: 14-09-2015
Salary: 2.5 lakhs per annum

This employment offer is contingent upon the successful completion of medical reference check. Please report to Mr.Brij Mohan Mohta, Managing Director prior to your commencement of employment. This offer is not a contract of employment and either party may terminate employment at any time, with or without cause.

Very truly yours,

Mr.Brij Mohan Mohta

Managing Director

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesarghatta Main Road
Bengaluru - 560 057

AJANTA
TEXTILES
www.ajantatextiles.com

+91 33 2258 2466
+91 9433 829 369
ashish.ajanta@gmail.com

Job Offer Letter

Dear **Praneet Kamaladini**,

Congratulations!!!

With great pleasure, I extend the following employment offer to you.

- Position: Quality Engineer
  Issue date: 10/03/2015
  Joining Date: 14-09-2015
  Salary: 2.5 lakhs per annum

This employment offer is contingent upon the successful completion of medical reference check. Please report to Mr.Brij Mohan Mohta, Managing Director prior to your commencement of employment. This offer is not a contract of employment and either party may terminate employment at any time, with or without cause.

Very truly yours,

Mr.Brij Mohan Mohta

Managing Director

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

MPC

Private & Confidential

Ref : Technicolor India/EMP/BLR/2017-18/MPC/13394
Date: 7 March 2018

To,
Mr. Vijayakumara

Appointment Letter

Dear Vijayakumara,

We are pleased to offer you employment in the position of **Software Developer - Junior** in the **Software** department, with Technicolor India Private Limited (hereinafter referred as "Technicolor India") as per the employment terms and conditions stated below:

1. **Appointment**

   Your date of appointment is effective from the date of joining **19 March 2018**. Please read this offer of employment carefully before you agree to its terms by signing it. The offer sets forth certain important benefits, terms and conditions related to your employment with Technicolor India. Please send your acceptance to this offer per return email. Based on your written request, your joining date may be extended at the sole discretion of the Company. The Company reserves the right to extend your date of joining, due to change in business requirement, at its sole discretion. This offer shall lapse, if your written acceptance of this offer letter is not received by the Company or if you do not join the company on the agreed date of joining.

2. **Compensation**

   (a) You will be paid a Fixed Base Pay ("FBP") of INR. **429,996.00** per annum.

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Bangaluru - 560 057

(b) The break-up of your Fixed Base Pay into basic salary, allowances, benefits and perquisites (collectively referred as "compensation" or "salary") is set forth in an annexure to this letter. You will be governed by the policy, rules and procedures of the Company in respect of such compensation. The Company reserves the right to change the structure, amount, eligibility and terms of such compensation at its sole discretion.

(c) Your compensation will be reviewed periodically as per Company policy.

(d) Changes in your compensation are discretionary and will be subject to and on basis of effective performance and results during the period and other relevant criteria. You will appreciate that information relating to your compensation is strictly confidential and hence request you to maintain this confidentiality.

(e) Your compensation shall be subject to the deduction of all Governmental and local taxes, contribution, etc. in accordance with applicable laws, including tax on perquisite value.

3. Probation

You will be placed on probation for a period of six months from the date of your appointment, which may be extended by the Company at its sole discretion. Your services at the end of the probation period shall be treated as confirmed, unless specifically extended by the Company in writing.

4. Place of Work

Your place of work will be in our **Bangalore** office. However, should a need arise you may be transferred or expected to travel to any other

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location, department, and function, branch, subsidiary or an affiliate of the Company.

5. Working Hours

Your normal office hours are from **9:00** am to **6:30** pm; Monday to Friday, both inclusive. You may be required to work in shift in accordance with the Company's shift policy.

The Company reserves the right to require you to work outside your normal working hours if necessary in furtherance of your duties.

6. Responsibilities

In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and devote your entire working time, abilities and efforts to such responsibilities and ensure results.

During your employment, you will not engage in any activity or investment that conflicts with the Company's interest, occupies your attention so as to interfere with the proper and efficient performance of responsibilities or interfere with the independent exercise of your judgment in the Company's best interests.

Please ensure that you comply with the Company's policies as they form an integral part of the terms of your employment with the Company. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basic and new policies may be introduced from time to time. As and when this happens, the Company will notify you and you will be required to comply with the same.

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7. Work Authorization

If you need an employment visa to work in India, this appointment shall not have any effect unless you have obtained the employment visa and if granted, shall be subject to the terms of the visa granted by the Indian Government. In the event your employment visa is not extended within the validity of the initial employment visa, your employment shall terminate automatically and without further notice on the last day of the initial employment visa period. You agree to forthwith inform the non-grant of extension of your emp oyment visa to the Company.

8. Non – disclosure obligations

At all times during and after your employment, you will hold in strictest confidence and not use for your own purposes or the purposes of others or disclose any (i) Confidential, Proprietary Information or Trade Secrets (Collectively "**confidential information**") of the Company; and (ii) any information that the Company has received from others that it is obligated to treat as confidential, to any person, firm or corporation. You will not disclose confidential information to other employees of the Company except on a need to know basis and you will not disclose third party confidential information except as permitted by the relevant agreement between the Company and such third party. Confidential information shall mean all data and information in whatever form, tangible or intangible, that is not generally known to the public and that relates to the business, technology, products, product development plans, business strategy, services, solutions, research, licensing, marketing, sales, finance, budgets, or legal affairs of the Company, its customers or any third party providing information to or doing business with the Company. Confidential Information of a third party may be defined in the relevant agreement between the Company and the third party in which case such definition shall govern. In the event of any doubt

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regarding what constitutes confidential information you shall consult your manager.

9. Assignment of Inventions

You will make prompt and full disclosure to the Company, will hold in trust for the sole benefit of the Company and assign to the Company all your rights, title and interest in and to all inventions, discoveries, designs, developments improvements, copyrightable materials and trade secrets (collectively "**Inventions**"), which are conceived, developed, authored, reduced to practice or otherwise produced by you during your employment with the Company, solely or jointly with others, and as such shall be deemed to be a work made in the course of employment under the contract of service. Your obligation to assign shall not apply to any invention about which we believe or it is determined that (i) they are developed entirely on your time; (ii) no input or resources of the Company were used in its development; and (iii) that cannot be deemed to be a work made in the course of employment under the contract of service.

Excluded and Licensed Inventions. All Inventions belonging to

you and made by you prior to your employment with the Company are attached hereto which are excluded from this Agreement. If you use or incorporate any such Invention during the course of your employment or permit the Company to use or incorporate such invention, you assign to the Company an exclusive, royalty free, worldwide, irrevocable right to exercise all rights with respect to such Invention, in perpetuity. The Company shal have the rights assigned to it and for the term stated in the preceding sentence notwithstanding that the Company has not exercised the rights assigned to it within one year from the date of assignment. You agree that you shall do all further things that may be reasonably necessary or desirable in order to

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give full effect to the rights and title of the Company in respect of the foregoing.

10. Non-Solicitation

You agree for a period of one year after cessation of your employment with the Company, not to solicit, induce or attempt to induce any employee of the Company, directly or indirectly, to terminate employment with the Company and become self-employed or employed with others. You agree that this is necessary and reasonable restriction for protecting the Company's business interests.

11. Return of Company property

Any and all memoranda, notes, records, books, other documents, art works, art assets, circular, files, items of equipment, laptops, parts of PC of the Company made or composed by you or which might be supplied/ made available to you in connection with your work during the term of your employment with the Company, containing any confidential information (as defined herein) shall at all times remain the property of the Company and shall be returned to the Company forthwith upon your ceasing to be in the Company's employment or at any other time at the request of the Company.

Further, you undertake to return any keys, access cards, credit card, identification card, laptop, RAS key and other property or equipment belonging to the Company, forthwith upon your ceasing to be in the Company's employment.

12. Right of Set-Off

If you become indebted to the Company or any money is due to the Company from you (including overpayments made to you) for any reason including without limitation unpaid card expenses, phone bills, misuse or misappropriation of the Company's assets, the

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Company has the right to set-off of such outstanding amount from the amount due and payable to you.

13. Notice of Change

Any change in your personal information including residential address, marital status, number of children and education qualification should be notified to the Company in writing within 7 days. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post at your last address as recorded in the Company's records.

14. Sensitive Personal Data or Information

You consent to the access, use and processing of your sensitive personal data or information (collectively "**information**") by the Company for the purpose of administration of human resource database, payroll processing, processing of reimbursement of medical expenses through third party service provider and for any corporate restructuring or reorganization of the company by which the Company may merge into, acquire or get acquired by any other company or otherwise. You acknowledge and agree that the Company may use a third party service provider (or change the service provider) who may retain such information for payroll processing including reimbursement of medical expenses. You may review the information provided. In case the information recorded is inaccurate or deficient, the Company shall correct the same as stated by you in writing. You have an option not to provide the information sought or withdraw your consent, if given. Should you so choose, the Company will not be able to use and process your information for the aforementioned purpose. You acknowledge and agree that disclosure of information by you to an insurance company (or third-party agent of the insurance company) under the Company's group medical insurance or at any free or paid service or camp,

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such as bank, NGOs or health check-up, at the Company's premises, to a third party is purely at your option and such third party is not acting on behalf of the Company.

15. Exclusivity / Prior Commitment

You agree to work exclusively for the Company, within the context of the responsibilities defined above, and not to accept or perform any other paid/ unpaid employment or consulting in addition to this, even temporary. You represent and warrant to the Company that (i) you are not subject to/party to any covenants, agreements or restrictions, including without limitation, any covenants, agreements or restrictions arising out of any prior employments or independent contractor relationships, which would be breached or violated by your execution of this Agreement or performance of your duties hereunder; (ii) you will not bring onto the Company's premises or use or incorporate any unpublished document or any property belonging to past employers without their written consent; and (iii) that there is no order of any court or other authority disqualifying you for appointment under this Agreement.

16. General

The jurisdiction concerning your present employment will be exclusively with the courts in Bangalore which you undertake to not contest. The appointment shall be governed by and interpreted in accordance with the laws of India. This Agreement including the policies and other documents referenced herein sets forth the entire agreement between you and the Company concerning the subject matter of this agreement and it cannot be modified, save as expressly stated herein, without an amendment thereto signed by you and the Company. If a court declares any provision void, such provision will be severed from this Agreement, and the remaining provisions shall remain in full force and effect.

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17. Termination of Employment

(a) You are entitled to receive from the Company and required to give the Company the following period of notice, in writing, to terminate your employment without cause, such notice, in each case, to expire as stated below:-

i. During the probation period, either party may terminate this contract by giving **Thirty** days' notice in writing or payment in lieu of salary (net of provident fund contribution and gratuity). However, the Company reserves the right not to accept payment in lieu of notice and at its sole discretion and enforce the notice period.

ii. Post your probation period, either party may terminate this

contract by giving **Thirty** days' notice in writing or payment in lieu of salary (net of provident fund contribution and gratuity). However, the Company reserves the right not to accept payment in lieu of notice and at its sole discretion and enforce the notice period.

(b) In any event (unless mutually agreed in writing), your employment will automatically end on your reaching the Company's retirement age. The retirement age of a full-time employee is 58 years.

(c) Your employment is liable to be terminated forthwith by the Company without prior notice if, any information given by you in your employment verification form or in connection with your appointment is at any time found to be false, or any material particulars are suppressed.

(d) Further the Company reserves the right to terminate your services without any notice or salary in lieu thereof for misconduct, negligence of duty, disloyalty, dishonesty,

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indiscipline, disobedience, irregular attendance, long period of absence from duty due to ill-health, infirmity or accident or inefficiency as compared to other employees.

(e) The Company may also immediately and without notice terminate you from employment in case you (i) commit a crime involving moral turpitude, theft, fraud or deceit; (ii) conduct that has an adverse effect on the Company's reputation; or (iii) conduct unbecoming of the office or position you hold.

(f) If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:

a. Return to work within 3 days of the commencement of such absence; and

b. Give a written explanation to the satisfaction of your manager regarding such absence

18. Verification

This offer is made on the condition that no adverse information is obtained during reference checks with your previous employer/s, background check and validation of experience and educational qualification submitted by you.

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We take pleasure in welcoming you to our Company and looking forward to a mutually beneficial association.

With best wishes,
Yours truly,
For Technicolor India Private Limited,

Santosh Vasudev
Director – HR Operations

I have carefully read and understood the terms and conditions mentioned above. I accept all the terms and conditions of this offer of employment. I shall commence employment with effect from _____.

Name: Vijayakumara Signature:

Date:

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Annexure:

1. **Compensation Structure**

These entitlements shall cease upon the termination of your employment with Technicolor. These entitlements may also cease if you need to take long-termed personal leave of absence. You will need to check with your local HR team for details.

Components	Amount Per Month (in Rs.)	Amount Per Annum (in Rs.)
Basic Salary	12,747.00	152,964.00
House Rent Allowance (HRA)	5,098.83	61,186.00
Special Allowance (Flexi plan*)	15,844.36	190,132.32
Gratuity	613.17	7,358.00
Provident Fund	1,529.64	18,355.68
Fixed Base Pay	35,833.00	429,996.00

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Special Allowance constitutes of the below components:

Flexi Plan*	Eligibility
Children Education Allowance	INR 100 per child per month, limited to 2 children
Children Hostel Allowance	INR 300 per child per month, limited to 2 children
Medical Reimbursement	Limited to INR 1250 per month
Leave Travel Assistance (LTA)	On Actuals (exemption calculated as per prevailing IT rules)
Food Coupon	INR 1,500 (or) INR.2,200 (or) INR. Zero
Conveyance Allowance	INR 1600 per month
Fuel Reimbursement (If not opting for Conveyance allowance)	➢ Own car less than 1600 cc INR.1800 per month. In case you employ a driver then additional INR.900 per month. ➢ Own car greater than 1600 cc INR.2400 per month. In case you employ a driver then additional INR.900 per month.

The Flexi plan components can be changed based on individual's discretion in accordance with Company's policy. This is the maximum eligibility for reimbursement and if you choose to make any reduction in these components, then the amount reduced will be added back to special allowance. Please contact your business HR for details.

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2. Gratuity

The Company will set aside a sum of INR. **7,358.00/-** towards gratuity per annum. Gratuity will be payable in line with the statutory provisions, upon separation, superannuation, retirement, or resignation from the company, subject to completion of minimum of five years of employment with Technicolor India in accordance with the Payment of Gratuity Act, 1972.

In case the total period of continuous service is less than five years, the amount of gratuity (and as revised from time to time),as accumulated up to your last day with the Company, shall be paid to you at the time of your superannuation, retirement, or resignation.

3. Provident Fund

You will contribute 12% of your actual Monthly Basic salary component towards Provident Fund. The Company will also contribute the similar amount towards Provident Fund.

4. Employee State Insurance (ESI)

You will be covered under ESI scheme and contribute 1.75% of your actual Gross salary towards Employee State Insurance provided your Monthly Gross Salary is less than Rs. 21,000/-. The Company will also contribute 4.75% of your gross salary towards ESI.

5. Medical Insurance

All employees, their spouse, dependant parents and up to two children will be enrolled under the group medical insurance scheme.

MPC
Level 8, Explorer Building,
ITPB, Whitefield Road,
Bangalore -560066, India
Ph-91 80 4046 1238
bangalore@moving-picture.com

6. Group Term Life Insurance

As a welfare measure for its employees, the company has subscribed to the above insurance policy. The insurance coverage is equivalent of two times of Annual Fixed Base pay or INR.5,00,000 (whichever is higher).

7. Group Personal Accident Policy

All employees are covered under the above-mentioned policy. The insurance coverage is equivalent of two times of Annual Fixed Base pay or INR.5,00,000 (whichever is higher). This is paid only in case of accidental death or permanent physical disability.

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ITPB, Whitefield Road,
Bangalore -560066, India
Ph+91 80 4046 1238
bangalore@moving-picture.com

MPC

Joining Formalities:

At the time of joining, you would be required to bring the originals and submit copies of the below mentioned documents

1. Educational Qualification
   (a) SSLC /Class X-mark sheet
   (b) Graduation – degree certificate and marks cards of all years/ semesters
   (c) Post-Graduation – degree certificate and marks cards of all years/ semesters
2. Work Experience
   (a) Experience and relieving letters of your latest and all previous employers.
   (b) Latest payslip of your current employer – if applicable
3. In addition, you would be required to submit 2 passport size photographs with white background.
4. Copy of your Permanent Account Number (PAN), Aadhar Card and Universal Account Number (UAN) Card is a must. This is required for processing of salary.

Please do not hesitate to call us / mail us for any clarification or assistance prior to joining.

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ITPB, Whitefield Road,
Bangalore -560066, India
Ph+91 80 4046 1238
bangalore@moving-picture.com

technicolor

TÜVRheinland®
Precisely Right.

January 4, 2017

Mr. Vinay H
No: 313, Park Road
H M T Layout
Nagasandra Post
Bangalore - 560073

Dear Mr. Vinay,

We refer to your application and the subsequent interview you had with us, we are pleased to offer you an employment in our organization as Trainee Engineer in our Products Department to be placed at Bangalore effective from on or before January 9, 2017. You shall disciplinarily and functionally report to your Immediate Manager.

You shall be paid a total CTC salary of Rs. 2,40,660.00 per annum (Rupees Two Lakhs Fourty Thousand and Six Hundred and Sixty only) including the company's cost to Provident Fund and Gratuity as per Gratuity Act. The above mentioned remuneration is subjected to the deduction of taxes as per the prevailing income tax laws/rules. Apart from the above CTC you are eligible for the Bonus as per the Company Bonus Policy. You are covered under Group Medical Insurance, Group Personal Accident and Group Term Life as per company Policy.

A detailed employment contract, stipulating the terms and conditions of the employment contract along with the salary break-up shall be made available to you upon your joining the organization.

You are requested to return the enclosed copy of this letter duly signed, in token of your acceptance to the offer letter.

Please carry along with you 4-passport size Photographs, digital photograph, all your credential certificates of Qualification and experience, Pan Card Copy, Original Relieving letter from the present employer if any; and Police Verification Certificate while on the day of your joining.

We wish that this would be the beginning of a long, mutually beneficial and supportive association.

For TÜV Rheinland (India) Pvt Ltd

Bhaskar M
Director – Finance and General Administration

Accepted

(Vinay H)

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

Head Office:
82/A, West Wing, 3rd Main Road
Electronics City Phase 1
Bangalore-560 100, India

Tel. +91 80 6723 3500
+91 80 6723 3610
Fax +91 80 6723 3542

Regional Offices:
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Email : info@ind.t
Website : www.ind.t

CIN: U72501KA199

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Annexure: Salary break-up of Mr. Vinay H		
Salary Components	Per Month (INR)	Per Annum (INR)
Basic	7,140.00	85,680.00
HRA	2,856.00	34,272.00
Conveyance Allowance	1,600.00	19,200.00
Medical Reimbursement	1,250.00	15,000.00
Special Allowance	5,154.00	61,848.00
GROSS TOTAL	18,000.00	216,000.00
Company Provident Fund Contribution	857.00	10,284.00
ESI	855.00	10,260.00
Gratuity	343.00	4,116.00
Total CTC	20,055.00	240,660.00

Bhaskar M
Director - Finance and General Administration

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TARUN TECHNOLOGIES

Ref Tarun/2015-16/34 Date 12/08/15

OFFER LETTER

Dear Ved Prakash Pandey.

We are pleased to offer you **full time** position of **Testing Engineer** at **Tarun Technologies**.

We are selecting you on the basis of your performance in the interview. Given below are the details of benefits, compensation, terms, and condition of your job with Tarun Technologies.

We take pleasure to inform you that your **CTC** will be **Rs.2.25 lac per annum** .

You will be reporting to **Mr. Ravi Prasad** starting on **18/09/2015** at **Tarun Technologies.**.

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You can call or email us for further information. We look forward to hearing from you.

Very truly yours,

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Mr. Ravi Prasad,
CEO

No. 767, 14th Cross, 1st Phase, J.P. Nagar, Bangalore - 560 078. E-mail : raviprasadcs20@gmail.com

Dell International Services India Pvt. Ltd.
Plot No. 123, EPIP Phase II, Whitefield Industrial Area,
Bengaluru - 560 066, Karnataka, India
Tel +91 80 2841 3000
www.dell.com/services

chethan Gowda S
1SG11IS011
2014-15, ISE

Date: July 7, 2015

Chethan Gowda S
Bangalore
India

Dear Chethan Gowda,

LETTER OF APPOINTMENT

Congratulations! We have pleasure in making an offer to you for the post of **Svc IT Dev Program Sr Assoc II - Bengaluru.** We expect you to join the company on **October 5, 2015.** You will be a part of the Dell International Services India Private Limited legal entity.

Dell believes in a work culture that encourages "Winning with Integrity", performance and transparency. Winning is in our DNA. Whether it is delighting customers, innovating products or engineering a new tomorrow, you will find Dell is the place for a successful career.

We believe that our employees form the basis of our success and are therefore our most valued assets. Accordingly, we have always believed in giving them the very best work environment and facilities that allows them to deliver results to their full potential. You can look forward to the same when you join us !

The other terms & conditions of your service are attached in the annexures.

We look forward to a long and mutually satisfying association with you and hope you find the atmosphere challenging and invigorating to realize your potential

Please sign the duplicate copy of this letter and return it to us as a token of your acceptance of the terms and conditions of employment offered to you. You can hand this over to the relevant authority on the day of joining.

Regards,

Savneet

Savneet Shergill
Talent Acquisition Director

Principal
Sapthagiri College of Engineering

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APT

Tel : +91-80-32953760
Fax : +91-80-28367304
Cell : +91-9845529001
E-mail:advent_tech@rediffmail.com

Advent Power Technologies

Shed No. 59, Karim Saheb Layout Main Road, Shrigandhanagar, Near Peenya 2nd Stage, Vishwaneedam Post, Bangalore-560 091.

DATE: 07-Jan 2015

OFFER LETTER

Dear Aparna P J,

Subsequent to your successful interview with Advent Power Technologies; we are pleased to offer you the position as **"Testing Engineer"** in our organization. We take pleasure to inform you that your **CTC** will be **Rs.2.25 lac per annum**.

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **06-07-15**, failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non-Disclosure Agreement).

For ADVENT POWER TECHNOLOGIES

Very truly yours,

Authorised Signatory

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Sanjana S
ISG II IS040
2014-15, ISE

No. LCA-II 360/2017

HIGH COURT OF KARNATAKA
BENGALURU -560001
DATED: 06th JUNE 2019

NOTIFICATION

The following candidates who have been selected for the posts of Software Technicians (created vide Government Order No LAW 28 LAC 2010 dated 04.08.2012 and the method of recruitment as fixed vide Government Order No. LAW 76 LAC 2013 dated 27.03.2013) on establishment of Subordinate Courts in the State of Karnataka in the Scale of Pay Rs. 52650-1250-53900-1450-62600-1650-72500-1900-83900-2200-97100, with admissible allowances, are hereby appointed as Software technicians subject to the conditions enumerated below.

CANDIDATES SELECTED UNDER RESIDUAL PARENT CADRE

Sl. No.	Name of the Candidate
1	SUNIL N. MURAGAN NILAYA, 6TH CROSS, 6TH MAIN ROAD, HOSAMANE EXTENSION, **SHIVAMOGGA** TALUKA AND DISTRICT-577201
2	JAYA PRIYA P.J. # 235, JAINIVAS, M.V. NAGAR, BEML NAGAR, POST KGF, BANGARAPET TALUKA, **KOLAR** DISTRICT-563115
3	SANJANA S. PLAT No. G6, No. 45, DOLLAR HEIGHTS, 12 MAIN ROAD, BANDAPPA GARADEN, MUTHYALANAGARA, **BENGALURU** -560054
4	ARUN DUMARKI NO. 833, MAHADEV NAGAR, SAMBRA, **BELAGAVI** TALUKA AND DISTRICT-591124
5	JEERSHIVAKUMARA NEAR NAGALINGESHRA TEMPLE, 1ST WARD, NO. 10 MUDDAPUR, HOSAPETE TALUKA, **BALLARI** DISTRICT-583132

Principal
Sapthagiri College of Engin
14/3, Chikkasandra, Hesaraghatta M
Bengaluru - 560 057

Infosys

HRD/3T/15-16/64360052

July 27, 2015

Ms. Marvel Rincy D. Silva
Candidate ID: 64374534
No. 378, 9th Main,
Ramaiah Enclave, Nagasandra Post,
Bangalore, Karnataka
IN - 560073
Ph: (91) 9663258524

Maavel Rincy D
ISG11E5025
2014-15, ISE

Dear Marvel,

Welcome to Infosys!

It is a time of transformation for us under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

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

Warm regards,

SRIKANTAN MOORTHY
EVP AND GROUP HEAD - HUMAN RESOURCES

Signature Not Verified
Digitally signed by MOORTHY SRIKANTAN
Date: 2015.07.27 16:59:13 IST
Reason: Offer Letter
Location: BENGALURU

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghetta Main Road
Bengaluru - 560 057

INFOSYS LIMITED
CIN:L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

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

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.
An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

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

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 22,500 per month** and Total Gross Salary post training will be **INR 27,084 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) which ranges between 5% and 15% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2015-16 will be as follows:

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

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Bengaluru - 57

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

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

Other terms and conditions

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

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment programme 2014-2015. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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

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

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

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

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

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DRIVEN BY VALUES

ANNEXURE-I
(Compensation post Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Marvel Rincy D. Si va**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	7,730
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	11,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,678
MONTHLY GROSS SALARY	**21,978**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	88

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	1,060
GRATUITY - 4.81% of (Basic + FDA)	425
FIXED GROSS SALARY (FGS) (1+2+3)	**23,551**

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 15%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,178	2,355	3,533
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)			24,729
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)			25,906
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)			27,084

OTHER BENEFITS				
Scheme	**Eligible Amount in INR**	**Interest**	**Monthly Installments**	**Margin Money (To be borne by the employee)**
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

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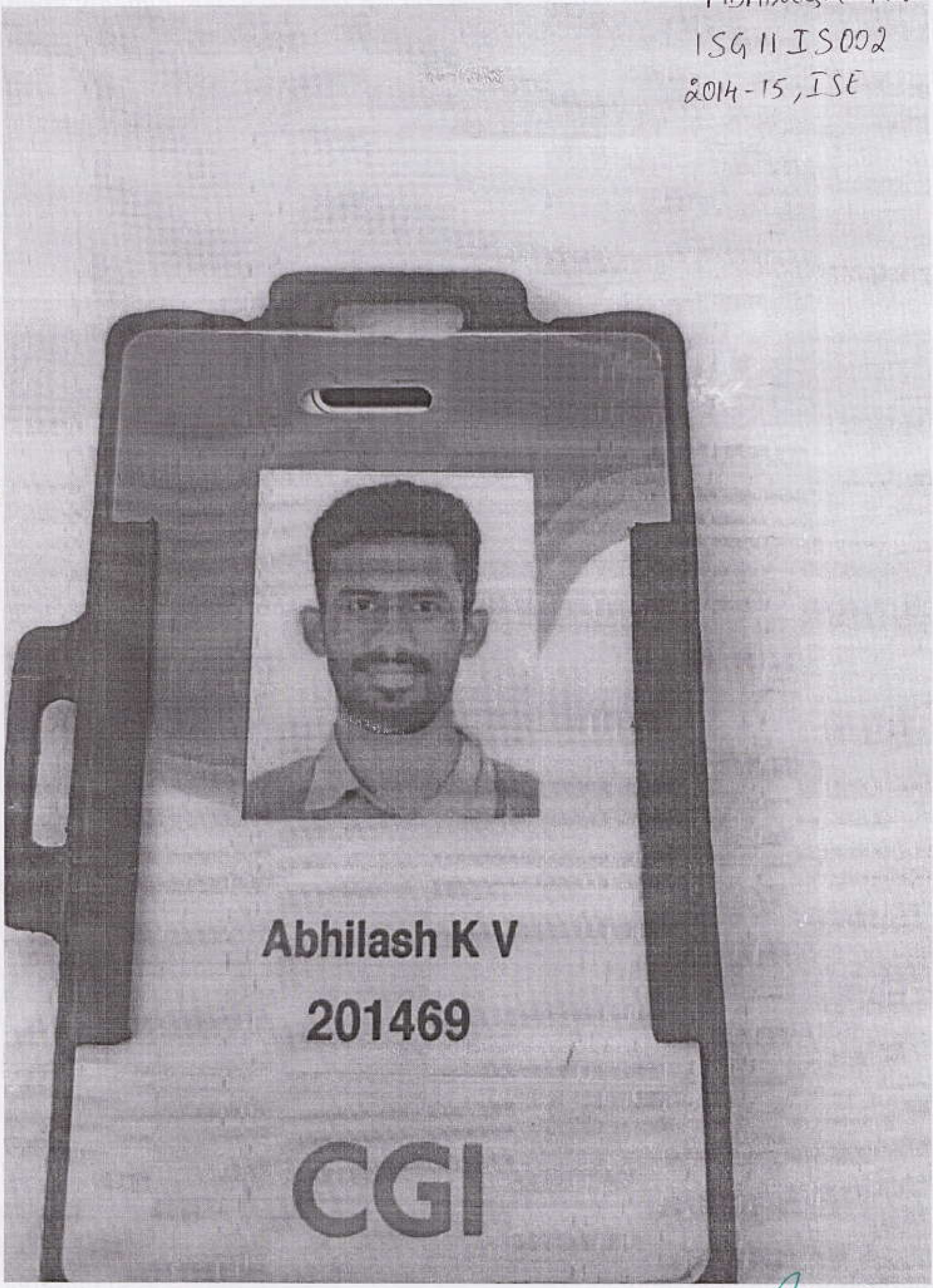
Bengaluru - 560 057

Abhilash KV
1SG11IS002
2014-15, ISE



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Capgemini
CONSULTING.TECHNOLOGY.OUTSOURCING

Capgemini India Pvt. Ltd.
Plant 2, Block "C", Godrej IT Park
Godrej & Boyce Compound
LBS Marg, Vikhroli (West)
Mumbai 400 079, India
Tel.: +91.22.6686 0500 • Fax : +91.22.6686 0606
www.capgemini.com
CIN: U72200MH1992PTC197069

Nalini N R
1SG11IS028
2014-15, ISE

EMPLOYMENT OFFER LETTER

Capgemini Ref.: 2378008/290851407

December 21, 2015

Nalini Nr
#337 10th 'A' MAIN ROAD,1stBLOCK 3rd STAGE,, MANJUNATHNAGAR MANJUNATHNAGAR
Bangalore, Karnataka, 560010

Confidential

Dear Nalini,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with Capgemini India Private Limited (**'Capgemini'** or **'Company'**) starting from December 31, 2015 (or such other date as may be communicated to you by the Company), as per details given below.

A). Your current designation will be Software Engineer/P1 .

B). You will be required to work at the Company's offices in Bangalore (SEZ premises).

C). Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 240000 (Rupees Two Lakhs Forty Thousand only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

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Bengaluru - 560 057

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Sapthagiri Clintrac
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OFFER LETTER

Date: 15-Jun-2015

Dear **GAGANA V,**

Sapthagiri Clintrac Pvt Ltd is pleased to offer you a position as a **Clinical Research Analyst**

Your monthly-proposed salary will be **INR 11000, which** equates to an annual total of **INR 132000 /per year and break up,** will give in your appointment letter.

The Roles and Responsibilities and other terms and conditions of your employment will be informed you on joining day.

Please carry originals for verification and submit the following documents photocopies to HR at the time of your joining: ***(1) Educational certificates, (2) Adhar Card (3) Offer & Appointment letters of previous employer (4) experience/ relieving letters of previous employer (if applicable) (5) Three colour passport-size photos, (6) 3-month salary slip from your previous organization (if applicable) and (7) 3 months' bank statement (if applicable)***

We welcome you to Sapthagiri Clintrac Pvt Ltd and hope it would be the beginning of a long and mutually beneficial association.

Yours Truly,

Director
Sapthagiri Clintrac Pvt Ltd
Bangalore - 560090

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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GD GROUP
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Sapthagiri Clintrac
Evolving Tomorrow's Therapies Today

OFFER LETTER

Date: 15-Jun-2015

Dear **SHRUTHI N,**

Sapthagiri Clintrac Pvt Ltd is pleased to offer you a position as a **Clinical Research Analyst**

Your monthly-proposed salary will be **INR 11000, which** equates to an annual total of **INR 132000 /per year and break up,** will give in your appointment letter.

The Roles and Responsibilities and other terms and conditions of your employment will be informed you on joining day.

Please carry originals for verification and submit the following documents photocopies to HR at the time of your joining: ***(1) Educational certificates, (2) Adhar Card (3) Offer & Appointment letters of previous employer (4) experience/ relieving letters of previous employer (if applicable) (5) Three colour passport-size photos, (6) 3-month salary slip from your previous organization (if applicable) and (7) 3 months' bank statement (if applicable)***

We welcome you to Sapthagiri Clintrac Pvt Ltd and hope it would be the beginning of a long and mutually beneficial association.

Yours Truly,

Director
Sapthagiri Clintrac Pvt Ltd
Bangalore - 560090

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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Sapthagiri Clintrac
A division of GD Group of Companies

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OFFER LETTER

Date: 15-Jun-2015

Dear **GOWTHAMI S,**

Sapthagiri Clintrac Pvt Ltd is pleased to offer you a position as a **Clinical Research Analyst**

Your monthly-proposed salary will be **INR 11000, which** equates to an annual total of **INR 132000 /per year and break up,** will give in your appointment letter.

The Roles and Responsibilities and other terms and conditions of your employment will be informed you on joining day.

Please carry originals for verification and submit the following documents photocopies to HR at the time of your joining: ***(1) Educational certificates, (2) Adhar Card (3) Offer & Appointment letters of previous employer (4) experience/ relieving letters of previous employer (if applicable) (5) Three colour passport-size photos, (6) 3-month salary slip from your previous organization (if applicable) and (7) 3 months' bank statement (if applicable)***

We welcome you to Sapthagiri Clintrac Pvt Ltd and hope it would be the beginning of a long and mutually beneficial association.

Yours Truly,

Director
Sapthagiri Clintrac Pvt Ltd
Bangalore - 560090

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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(IH-15)

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Sapthagiri Clintrac
A division of GD Group of Companies

Sapthagiri Clintrac
Evolving Tomorrow's Therapies Today

OFFER LETTER

Date: 15-Jun-2015

Dear **ARPITHA,**

Sapthagiri Clintrac Pvt Ltd is pleased to offer you a position as a **Clinical Research Analyst**

Your monthly-proposed salary will be **INR 11000, which** equates to an annual total of **INR 132000 /per year and break up,** will give in your appointment letter.

The Roles and Responsibilities and other terms and conditions of your employment will be informed you on joining day.

Please carry originals for verification and submit the following documents photocopies to HR at the time of your joining: ***(1) Educational certificates, (2) Adhar Card (3) Offer & Appointment letters of previous employer (4) experience/ relieving letters of previous employer (if applicable) (5) Three colour passport-size photos, (6) 3-month salary slip from your previous organization (if applicable) and (7) 3 months' bank statement (if applicable)***

We welcome you to Sapthagiri Clintrac Pvt Ltd and hope it would be the beginning of a long and mutually beneficial association.

Yours Truly,

Director
Sapthagiri Clintrac Pvt Ltd
Bangalore - 560090

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

1SG10BT032
(IH-15)

GD GROUP
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Sapthagiri Clintrac
Evolving Tomorrow's Therapies Today

OFFER LETTER

Date: 15-Jun-2015

Dear **RATHNA RAMAGIRIMATH,**

Sapthagiri Clintrac Pvt Ltd is pleased to offer you a position as a **Clinical Research Analyst**

Your monthly-proposed salary will be **INR 11000, which** equates to an annual total of **INR 132000 /per year and break up,** will give in your appointment letter.

The Roles and Responsibilities and other terms and conditions of your employment will be informed you on joining day.

Please carry originals for verification and submit the following documents photocopies to HR at the time of your joining: ***(1) Educational certificates, (2) Adhar Card (3) Offer & Appointment letters of previous employer (4) experience/ relieving letters of previous employer (if applicable) (5) Three colour passport-size photos, (6) 3-month salary slip from your previous organization (if applicable) and (7) 3 months' bank statement (if applicable)***

We welcome you to Sapthagiri Clintrac Pvt Ltd and hope it would be the beginning of a long and mutually beneficial association.

Yours Truly,

Director
Sapthagiri Clintrac Pvt Ltd
Bangalore - 560090

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Nara Technologies Pvt. Ltd. Opc.
No. 307, 7th Cross, Shivananda Nagar, NT Sandra
Post, Bangalore, Pin-560075
Ph: 080-69999413
Email: helpdesk@naratechnologies.in
Website: www.naratechnologies.in
Websit2: www.phoenixinc.in

07th of Jan, 2016

Mukhil Padmanabhan,
S/O Padmanabhan NM,
Bangalore - 560073

Dear *Mukhil,*

I am pleased to confirm our verbal offer of employment to you for a *regular full-time* position with *Nara Technologies Pvt Ltd (Opc)* as a *Junior Firmware Engineer*, effective *15-01-2016*. As discussed this offer is conditional upon completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records.

The details of our offer, including the terms and conditions of your employment, are attached as Schedule "A."

Please take the time to carefully review our offer. This letter, along with the enclosed schedules, outlines the obligations of both *Nara Technologies Pvt Ltd (Opc)* and yourself with respect to your employment conditions, and is governed by the laws of the Province of Ontario. It details the terms and conditions of your employment with *Nara Technologies Pvt Ltd (Opc)*, and will form our agreed upon employment contract with you once signed.

Accepting employment will be conditional upon agreeing to and signing the attached copy of this letter and the attached Schedule(s), initialing each page in the right-hand corner, and returning it to me upon your earliest convenience, but prior to your first day of employment.

Mukhil, we look forward to welcoming you to the *Nara Technologies Pvt Ltd (Opc)* team and wish you a successful and rewarding career with us.

Sincerely,

For NARA TECHNOLOGIES PVT LTD (OPC)

Rohit Nara DIRECTOR
CEO,
Nara Technologies Pvt Ltd (Opc)

I, *Mukhil,* acknowledge that I have read, understood and accept this offer and the terms and conditions contained in the attached Schedule(s), and agree to be bound by the terms and conditions of employment as outlined.

Signature

07/01/2016
Date

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

JACOBIAN SOFTWARE PVT. LTD.

#3786, 13th Cross, BSK 2nd Stage, Bengaluru-560070.
E-mail: info@jacobiansoft.com, Web: www.jacobiansoft.com,
CIN: U72200KA2016PTC097269, Tel: 7022347532 / +91 80 2671 3249

Offer Letter

To:

Mr/Ms: Bhavya M

REF: JC/APP/2017/ASE/17.04.25.1.06.22522286

Hearty greetings !!!

We have great pleasure to extend the following offer of employment to you on behalf of **Jacobian Software Pvt. Ltd.**, further to the interview and discussion you have had with us. You are expected to join duty on 29 / 04/ 2017.

You are appointed to the position of **Software Engineer (Java/~~Testing~~)** and in this capacity, you will report to the assigned team leader, after completing of HR formalities, with Secretary HR-Roshan Kumar, with the approval of Director- HR. Mrs. S. Geetha. Your starting monthly remuneration will be Rs 12,000/-(Rupees TwelveThousand only).

Your working hours during **hands on Project** training starts from 05:30 AM to 12:30 PM and 12:30PM to 08:00 PM with one hour break a day and your scheduled to work through Monday to Saturday, which is 40 Hours a week. After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organisation.

gular performance reviews will be done to assess your suitability. You shall ve your payments on or before the 15th of every month. Other aspects like dance discipline, bay discipline, obedience also count and they would occupy nse importance in the reviews by technical team and HR team. Kindly note

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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CIN: U72200KA2015PTC087269, Tel: 7022347532 / +91 80 2671 3249

that disobedience on any manner would lead to complications in your employment and your smooth transition to become a committed professional.

Offer stands cancelled in case of any deviations in information or if you fail to report to me on or before pre-decided date with the MOU. And the offer is subject to fulfilment of your joining norms and formalities of the company with the undersigned, CEO of JSPL. We would assume that you have not accepted this job offer if we do not hear from you before 28/04/2017.

You need to submit all copies of your qualification documents, relieving documents and salary slip (if any) of last three months with a copy of each on the date of joining. Also fill up the Joining profile format prepared by Operations Secretary, to avoid errors in Parents' names and *Real Birthdays*. It is a must you bring your originals of all these certificates for authentication purposes. We look forward to an enduring relationship with yourself.

Thank You.

Yours sincerely,

For Jacobian Software Pvt Ltd.

For Roshan Kumar

Mr. K S Sampath Kumar

CEO .

Copy to:

1. Mrs. Geetha. S – Director
2. Mr. Ravindra P – Director
3. Project Director - Mr Deepak T E
4. Project Architect - Mr. Nitish Kannantha
5. HR Department(Operations Secretary) - Mr.Roshan Kumar

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

HR&L / LOI /SMG/2015

Date : September 28, 2015

Dear Dilip N K

We are happy to inform you that you have been selected for an internship program at Xchanging Solutions Limited. The internship will be for an initial period of 6 months ("Internship period") until successful completion of your course curriculum.

You shall initially be placed at Shimoga. You may however be required to travel and may be positioned or deputed in India or abroad upon the completion of internship. You will be working with as a "**Project Trainee**" for a period of six months. Your services will be confirmed based on your performance during the internship period. It may be noted that this offer is valid only up to October 5, 2015. Your employment with us shall be subject to reference checks. At the time of reporting to duty you shall provide the Company, a copies of mark sheets of 10th, 12th and Graduation, Post-graduation, proof for age, Passport (if available), and 5 passport size photographs.

Your total remuneration package during your initial 3 months internship at Shimoga will be INR 12,500/- per month, which would get increased to INR 15,000/- per month for the remaining 3 months of your internship, which is inclusive of fixed components, variable components and Companies Statutory Contributions, on cost to company basis.

Post successful completion of your 6 month internship, you will be re-designated as "**Trainee Software Engineer**" with a pay package of INR 300,000/- per annum if you are employed at Bangalore. Chennai, Pune, Mumbai or Gurgaon and INR 200,000/- per annum if you are employed at Shimoga or Solan.

Xchanging Solutions Limited welcomes you to our team and we are confident that you will make an effective contribution. We at Company look forward to working with you.

Yours faithfully,
Xchanging Solutions Limited

Shyamala Jayakumar
AVP – Human Resources

The following will be issued to you upon completing the joining formalities at Shimoga on October 5, 2015.

1) **Xchanging Offer Letter**
2) **Hiring Bond**

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Mindtree
A Larsen & Toubro Group Company

Date:20-Dec-2019

To

Manjunatha B
BANGALORE

Dear Manjunatha B,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.

2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an JUNIOR ENGINEER in the competency Level T4 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Manjunatha B
Manjunatha B (Dec 22, 2019)

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2.4. The period of Orchard is for about 60 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time.

2.6. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited

Pankaj Khanna
Vice President - Revenue Assurance

Manjunatha B
Manjunatha B (Dec 22, 2019)

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Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Manjunatha B, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	Manjunatha B Manjunatha B (Dec 22, 2019)
Your Name in Capital letters	MANJUNATHA B

Annexure 1

Compensation stack during the Orchard Learning Program **(from the date of joining till the date of confirmation)**

Name	**: Manjunatha B**
Competency	**: T4**
Designation	**: JUNIOR ENGINEER**
Stipend	**: INR 21,100 per month.**

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance which is **INR 550 per month.**
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining. The following are the coverage for 2019 - 2020 for your reference. You will get more details on joining.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 400,000 per annum per family.Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

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Annexure 2

Compensation stack effective from the date of confirmation

Name : **Manjunatha B**

Competency : **T4**

Designation : **JUNIOR ENGINEER**

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	44,520
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Annual Gross	**261,360**
Bonus**	35,640
Annual Cost to Company	**297,000**

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

Manjunatha B
Manjunatha B (Dec 22, 20..9)

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Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 400,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.

- You will be given an option to coveryour Parents or Parents-in-law.If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

**The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.

Manjunatha B
Manjunatha B (Dec 22, 2019)

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Annexure - 3

Terms and conditions of the Offer of Training and Employment

1. All employees of Mindtree are referred to as Mindtree Minds. Mindtree Minds who join us from campuses are referred to as Campus Minds of the particular batch of **joining for convenience and identification.**

2. The term, 'the Company' refers to Mindtree Limited.

3. This letter contains broad terms and conditions of service governing this appointment which are subject to change from time to time **and shall have to be read along with the rules, regulations and policies of the Company.**

4. You are also bound by the terms relating to Non - Disclosure, Intellectual Property Assignment, Non-Solicitation, Confidentiality, Non-Compete agreement annexed hereto at Annexure 1 and 2, Service Agreement (Annexure 3) and Mindtree Kalinga Code of Conduct (Annexure 4). **You are requested to go through the documents carefully and understand the terms thereof before sending your acceptance.**

5. You are requested to contact the People Function for any clarifications on policies/rules/regulations, which are applicable to you. **Salary details are personal to you and you are expected to keep them confidential.** We expect you to keep the salary details confidential at all times.

6. Orchard Learning Program

6.1 On joining, you will be part of our Orchard Learning Program. The Orchard Learning Program will consist of new age methods that enable you with real world problem solving capabilities.

6.2 Orchard Learning Program spans for about 60 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

6.3 The Orchard Learning Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by Mindtree. You are required to ensure your 100% availability and undivided attention during the tenure of the program.

6.4 You will be continuously assessed and given feedback by experts throughout the learning program. you will be provided opportunities to demonstrate the acquired capabilities on skills such as communication, design, programming, problem solving, presentation and professionalism on engineering, business and social projects. You must clear a set of mandatory capabilities, as the qualifying criteria, for successful completion of Orchard Learning Program. The details of qualifying criteria will be communicated to you through a Learning Advisory Document .

Manjunatha B
Manjunatha B (Dec 22, 2019)

separately. Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

7. Confirmation of Employment

7.1 Upon confirmation, your designation will be JUNIOR ENGINEER and in the competency of T4 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 The Service Agreement signed by your guarantor, witnesses and you is in effect from your date of joining.

7.3 All confirmations will be aligned to the 16th of the same month or 1st day of the succeeding month post successful completion of the Orchard Learning Program. For e.g. if you successfully complete the Orchard Learning Program any day between 1st to 15th during the month of September 2016, the date of confirmation will be 16-Sept-2016 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2016, the date of confirmation will be 01-Oct-2016.

7.4 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

7.5 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.6 Your joining may be revoked or your confirmation will be withheld, if any of the required joining formalities, for e.g., submission of all marks cards, degree certificates, Service Agreement etc., are not complied with.

7.7 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

Manjunatha B
Manjunatha B (Dec 22, 2019)

8. Compensation and benefits

8.1 During the Orchard learning program, you will be paid a stipend of INR 21,100 per month. Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtrends confirmed. On confirmation, your total compensation would be INR297,000.00. Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

8.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

8.3 You will be eligible for relocation benefits for the relocation from Mindtree Kalinga to your work location, as per the existing relocation policies for Campus Minds.

8.4 The performance management and career progression will be as per the existing policies.

8.5 You will not be eligible for any loans or advances during the Orchard Learning Program. You will be required to be on the rolls of the Company and not serving the notice period, for you to be eligible forsanction of loans and salary advance, payment of year-end payout component of bonus, compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

8.6 Duration of unpaid vacations will not be considered while the Company is computing the tenure for benefits like gratuity, compensation revisions, promotions etc. which have a tenure eligibility Component, amongst other criteria.

9. Vacation and leave

9.1 No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree official holidays applicable to the Orchard Learning Program candidates in general.

9.2 Any absence during the Orchard Learning Program due to any grave personal emergency will be dealt on a case to case basis and will be considered as loss of pay and deducted from your stipend on pro-rata basis. Recovery of the amount towards loss of pay during the Orchard Learning Program may happen either during the Orchard Learning Program itself or the first month of confirmation or final settlement on cessation of employment, as the case may be.

9.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.

Manjunatha B
Manjunatha B (Dec 22, 2019)

10. Termination of employment

10.1 During Orchard Learning Program

a) Termination for cause

Your employment with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment
- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your employment, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from employment with immediate effect and return Mindtree assets immediately.

b) Termination for convenience

If you wish to terminate your employment during the Orchard Learning Program, you will be required to notify your resignation in writing. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures as listed in the Service Agreement and return of the Mindtree assets, within two working days.

Manjunatha B
Manjunatha B (Dec 22, 2019)

10.2. After confirmation

a) Termination for cause

Mindtree may terminate your employment, with immediate effect, without any notice or salary or compensation in lieu of notice, on disciplinary grounds, which may include any act of integrity violations. Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the office without valid reasons, becoming insolvent, absconding etc. This list is only indicative and not comprehensive. In event of termination due to such reasons, you agree that notice requirements shall not apply. In case of your unauthorized absence, without intimation or permission or prior sanction of leave, or being absent beyond the period of leave originally granted or subsequently extended, for a period of 10 working days or more, it shall be considered that you are no longer interested in continuing employment with the Company, in such a case, it shall be deemed that you have abandoned your services. In such an event, the management shall terminate your services without any notice or salary or compensation in lieu of notice.

b) Termination for convenience

1. If you wish to terminate your employment, you will be required to give an advance notice of **three (3)months**, in writing to the company. If at your request, Mindtree agrees to relieve you before serving the full notice period, you will be liable to pay to Mindtree, the salary for the balance notice period along with other amount payable by you to Mindtree, including the amount mentioned in the Service Agreement if last date of employment is within 2 years from the date of joining. Both Mindtree and you agree that this amount is fair and legally enforceable in the event of any default from your side. Mindtree, at its sole discretion, may provide waiver on the notice period. If there is any failure to comply with the separation procedures within a reasonable time frame, then it will be handled as Termination on disciplinary grounds. If Mindtree terminates your employment, for reasons other than disciplinary grounds, you will be given an advance notice of three months, in writing.

2. If Mindtree decides to relieve you before the completion of the notice period, the salary for the balance notice period would be paid to you after adjusting the amounts payable by you to Mindtree.

3. Salary for the purpose of notice period means the two components of Basic & fixed components(as applicable), in your compensation at the time of termination of your employment.

Manjunatha B
Manjunatha B (Dec 22, 2019)

10.3 Common guidelines to be complied with, on termination for any reason, and at any time of your employment

a) On termination of your employment for any reason, you shall comply with the Service Agreement, and with Mindtree's separation procedures, sign all required documents and return all Mindtree assets with you. Mindtree will not be bound to pay the final dues, if any, till you have completed all the separation procedures and returned all the payments that Mindtree may have due from you under any loans, liens, or borrowings you may have made.

b) If there is any failure to comply with the separation procedures within a reasonable time frame, then it may be handled as termination on disciplinary grounds based on assessment of the circumstances.

c) Mindtree, at its sole discretion, may extend the time frame of notice period for compliance.

11 Nature of employment

11.1 The offer of appointment has been made on the basis that the declaration made by you during the selection process and subsequently at the time of joining are complete and correct and if it is found that you have concealed any information which have material bearing on your employment or you have made any wrong declaration, your employment may be termination without any notice, salary or payment in lieu of notice. **The Company reserves right to have your back ground check either directly or through an outside agency and by accepting the terms of appointment, your consent for the same is deemed to have been given.**

11.2 The employment at Mindtree is exclusive and you shall devote your full time for discharging the roles and responsibilities entrusted to you. You shall not take up any employment part-time or full time for consideration or on honorary basis without the prior written consent of Mindtree either during Orchard Learning Program or after your confirmation.

12 Other Agreements :

You may be required to sign necessary agreements with Mindtree and its clients as required and complete various formalities as per those agreements at the time of joining and during the tenure with the Company. You may also be required to sign other agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

Manjunatha B
Manjunatha B (Dec 22, 2019)

On the date of joining at Mindtree Kalinga Bhubaneshwar, you shall execute a Service Agreement. The Acceptance of terms and conditions of the offer of Appointment shall be deemed as your consent to execute the Service Agreement. You should read the Service Agreement and understand your obligations thereof before confirming the acceptance of this Offer. Please note that in the event that the terms and conditions of the Service Agreement are not acceptable to you, you should not accept this offer. The signing of the offer letter would be deemed a voluntary and fully evaluated decision to commit the Service Period mentioned in the Service Agreement.

13 Transfer

13.1 You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work in.

13.2 On confirmation of your employment through the successful completion of the Orchard Learning Program, relocation from Mindtree Kalinga to the work location will be as per the existing relocation policy for Campus Minds.

14 Retirement and retirement benefits

14.1 Subject to your confirmation after the completion of training at Kalinga, your service in the Company is valid till the date of retirement (last day of the month of your sixtieth birthday). For this purpose the date of birth as declared in the application form for selection, will be treated as final.

14.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

14.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

15 Intellectual property

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or an intellectual property in course of your training or work, such developments will be fully communicated to the Company and the Company will have the full ownership sole right/property of the same. You hereby assign all intellectual property rights and moral rights to Mindtree.

Manjunatha B
Manjunatha B (Dec 22, 2019)

Mindtree
A Larsen & Toubro Group Company

16 Mindtree's Code of Conduct and Policies

16.1 Mindtree has a 'Code of Conduct' that is applicable during your stay at Mindtree's Global Learning Center at Mindtree Kalinga, Bhubaneswar, for the Orchard program as well as outside of Mindtree at any other Mindtree premises. The Code of Conduct also applies to your tenure with Mindtree after the completion of the training at Kalinga and your employment at Mindtree while at Mindtree location or at a Mindtree customer location.

16.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

16.3 Any subsequent updates of the Policies and Code of Conduct shall automatically apply to your employment with Mindtree. You are required to keep yourself updated at all times of these Policies and Code of Conduct.

17 Tax implication

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

18 Reimbursement of travel expense for joining Mindtree

Expenses incurred by you for joining at Mindtree Kalinga will be borne by you and will not be reimbursed by Mindtree

19 Personal Safety and conduct

You understand that Kalinga is a residential facility and you shall accordingly upon leaving the campus for your outings or otherwise, have the responsibility of informing your family about your safety and whereabouts. While you are outside the Kalinga Campus or outside a Mindtree premise at your own volition, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

End of Annexure 3

Manjunatha B
Manjunatha B (Dec 22, 2019)

Mindtree Offer Letter

Final Audit Report 2019-12-22

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Mechanical

Global Production Engineering
International Master Program
Technische Universität Berlin

GPE | Pascalstr. 8 – 9 | 10587 Berlin

Mr. PRAJANANDA VANIPENTA
ABBIGERE
#54, 2nd Cross, Sri Lakshmi Layout, Pipeline Road
560090 BENGALURU
India
ApplNo. 90908

GPE Dean
Prof. Dr.-Ing. Holger Kohl

GPE Program Manager
Bastian Müller

GPE Administrative Coordinator
Sigrid Treptau

Pascalstr. 8 – 9
10587 Berlin

Telefon
+49 (0)30 – 314 – 79879

Telefax
+49 (0)30 – 314 – 22759

E-Mail
info@gpe.tu-berlin.de
Internet
www.gpe-berlin.de

Berlin, May 27, 2016

Global Production Engineering
Postgraduate Study Program

Letter of Acceptance (Supplement)

Dear PRAJANANDA VANIPENTA,

I am pleased to inform you that our examination committee has selected you for the intake 2016 of the International Master of Science **Program Global Production Engineering in Manufacturing** at the Technische Universität Berlin.

Soon the GPE Team will warmly welcome you in Berlin for your two year study. We will therefore provide you with some useful information before your arrival in Germany in October 2016.

Your next steps:

To confirm your access and participation to the program

1. You must initiate your **visa process** within the German Embassy or the German Consulate of your home country **as soon as possible** in order to ensure your punctual arrival to start the study program. The enclosed letter of acceptance for the Deutsche Botschaft is essential for the VISA-process.
2. Send us a complete package of documents according to the list enclosed.

What is coming next

1. Within the next weeks you are receiving our GPE-welcome guide by email, where you will find further information for your start here in Germany. It will also inform you about University basics, student life in Berlin and on cultural activities.
2. In order to facilitate your acclimation in Berlin, we have assigned a senior student to you, who started the GPE program one year before you. Your senior will pick you up at the station or the airport when you arrive. They can advise you in your first year in GPE.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Global Production Engineering
International Master Program
Technische Universität Berlin

GPE | Pascalstr. 8 – 9 | 10587 Berlin
Technische Universität Berlin
PTZ II
Coordination Office of GPE
Pascalstr. 8-9
D - 10587 Berlin
Germany

GPE Dean
Prof. Dr.-Ing. Holger Kohl

GPE Program Manager
Bastian Müller

GPE Administrative Coordinator
Sigrid Treptau

Pascalstr. 8 – 9
10537 Berlin

Telefon
+49 (0)30 – 314 – 79879

Telefax
+49 (0)30 – 314 – 22759

E-Mail
info@gpe.tu-berlin.de
Internet
www.gpe-berlin.de

List of Items

Cover Sheet
for Application documents for Global Production Engineering

Rules for submission:
Your final access to the study program will be based on
- one complete set of documents
- the initial payment

Please arrange documents in the order stated below. Substitute unavailable documents with a sheet stating type and date of expected availability of the missing document.

GPE 2016 - MAN VANIPENTA, PRAJANANDA Indian 90908

1. ☐ List of all submitted items
2. ☐ Curriculum Vitae (use the CV generated in your GPE user profile)
3. Academic qualification
   a. ☐ Bachelor of engineering certificate (English or German-legally attested)
   b. ☐ Transcript of marks for the above degree (English or German-legally attested)
4. Language knowledge
   a. ☐ Original TOEFL or IELTS certificate (in case you have let it sent directly to us by the institute, you do not have to send it again)
   b. ☐ Certificate about German language knowledge
5. ☐ Proof of professional experience
6. ☐ Copy of your Passport

Date/Signature: .....

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

cult.fit

Name Dishala B S

Employee ID CLT1995

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

PRIME
www.primetutor.in

+91 98310 88815
info@primetutor.in

DATE: 07/01/2015

OFFER LETTER

Dear HARSHITHA RAVI,

Congratulations and welcome aboard PRIME, we are delightec to have you in our exciting team!

We are offering you the position of ***"Trainee Engineer"***, *with effect from* **August 13th 2015, with the Annual CTC of Rs. 2.25 LAKHS/-.** The terms of our offer and the benefits currently provided by the Company are as follows:

Please report to Sri.LOKNATH SONI, Director, on or before *from* **August 13th 2015,** prior to your commencement of employment. You will be required to complete necessary documentation process and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of PRIME to sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

If you have any questions of comments, please call me immeciately.

Very truly yours,

Sri.LOKNATH SONI,
Director

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Address: 15 C Sarat Bose Road, Kolkata - 700020

04 November 2014

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Deepak P N

The world is at a major turning point; technology is enabling entirely new forms of business operations, business models, industries and outcomes. We have exponentially more power to reach the full potential of our life's work than any humans before us. This is IBM's vision for the future.

We invite you to join us as a Associate - Technical Engineer, in band 04G to do your best work ever. You will be working alongside passionate IBMers, business & technology experts, who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will experience an inclusive and collaborative culture where you can offer ideas and solutions, no matter your experience or area of expertise - you have an audience that listens from Day 1. You will have access to world-class learning opportunities to help you create the career you've always imagined. Join us and you'll be proud to call yourself an IBMer.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

PRIME
www.primetutor.in

+91 98310 88815
info@primetutor.in

DATE: 07/01/2015

OFFER LETTER

Dear RAKESH G SAGAR,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of ***"Trainee Engineer"***, *with effect from* **August 13th 2015, with the Annual CTC of Rs. 2.25 LAKHS/-.** The terms of our offer and the benefits currently provided by the Company are as follows:

Please report to Sri.LOKNATH SONI, Director, on or before *from* **August 13th 2015**, prior to your commencement of employment. You will be required to complete necessary documentation process and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of PRIME to sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI,
Director

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

mindse8
www.mindse8.com

+91 7980 326 055

info.mindse8@gmail.com

JOB OFFER LETTER

23rd February 2015

Dear **Lavanya B**,

MINDSE8 is delighted to offer you the full-time job & the position of **"HR Trainee"**. You are requested to report directly to manager at work location on August 24th 2015.

The starting salary for this position is 2.5 lakh per annum. **MINDSE8** offers a comprehensive benefits program, which includes medical insurance other benefits will be described in more detail once u report.

Your employment with **MINDSE8** will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

We look forward to having you on our team! If you have any questions, please feel free to reach out at your earliest convenience.

Sincerely,

MANOJ CHOUDHARY
Managing Director

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TARUN TECHNOLOGIES

Ref. : TARUN/2014-15/35 Date : 12/03/15

OFFER LETTER

Dear Nikitha Deshpande,

We are pleased to offer you **full time** position of **Sales Engineer** at **Tarun Technologies.**

We are selecting you on the basis of your performance in the interview. Given below are the details of benefits, compensation, terms, and condition of your job with Tarun Technologies.

We take pleasure to inform you that your **CTC** will be **Rs.2.25 lac per annum** .

You will be reporting to **Mr. Ravi Prasad** starting on **18/09/2015** at **Tarun Technologies.**.

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You can call or email us for further information. We look forward to hearing from you.

Very truly yours,

Mr. Ravi Prasad,
CEO

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

for TARUN TECHNOLOGIES
C.S. Ravi Prasad
Proprietor

No. 767, 14th Cross, 1st Phase, J.P. Nagar, Bangalore - 560 078. E-mail : raviprasadcs20@gmail.com

Mechanical

1SG11ME052

POWERHOME SOLAR
www.PowerHome.com
919 N. Main Street, Mooresville, NC 28115

July 3, 2019

VIA EMAIL: sada64@gmail.com

Mr. Sadashiva Chandrashekar
90 Gershom Avenue
Lowell, MA 01854

Dear Sadashiva:

We are pleased to offer you the position of Design Engineer with Power Home Solar! Your position start date is July 8 and depends on notice that you may or may not provide your current employer. The first 90 days of your employment will be an introductory period.

The following summarizes the terms of your offer of employment with Power Home Solar, LLC ("***Power Home Solar***"):

1. **Position.** You will work as a Design Engineer in our Mooresville, NC office. You will report directly to Mr. Joe Caban or to another management appointed supervisor. A complete job description is enclosed that further outlines the responsibilities of this position.

2. **Compensation**. You will be entitled to receive a salary, payable in accordance with The Power Home Solar, LLC's standard payroll practices, as follows:

   Your position is classified as Salary Exempt and your starting rate will be $1,923.07 bi-weekly paid every other Friday.

   At the end of your 90-day introductory period, your manager will evaluate your performance.

   In addition, you are entitled for a relocation advance of $3,000 that will be paid out in the first payroll after your start date. A Relocation Agreement is enclosed for your signature.

3. **Benefits.** During your employment with Power Home Solar, you will be provided with any insurance and other employee benefits (subject to eligibility requirements) made generally available to employees of Power Home Solar from time to time in accordance with the respective terms of such plans and programs. As a general rule, you may enroll in the benefit plan programs in which you are entitled to participate on the 1st of the month following 60 days of service. 401k is auto enrollment at 6% the 1st day of the month following hire date with the option to decline. Currently there is no match. Of course, any given benefit(s) or benefit plan(s) may be modified and/or terminated by Power Home Solar at any time.

4. **Vacation Time**. Your vacation time will accrue at a rate of 1.54 hours per payroll the first year of employment and will increase on your 1st year anniversary date to 2.30 hours each payroll. You will also receive paid sick/personal time of 3 days in accordance with Power Home Solar's then-current policy. You may use vacation time and sick/personal time in

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

IBM

Date - September 8, 2015

Priyanka N L
171/44, 11 Cross
Sri Anjaneya Temple street,
BANGALORE - 560058
Contact Number – 9535256757

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear Priyanka N L,

We are pleased to offer you the position of Technical Support Associate, in band 03. Attached are the specific terms and conditions of our offer, please read these important details carefully, including your compensation and benefits.

Acceptance and Commencement
Your appointment will be effective on your joining date, i.e .10. September 2015 Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Respond via email to ghofferconfirm@in.ibm.com, to communicate acceptance of the offer and to confirm your joining date. Please note that if you do not send your acceptance to the email ID, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be sent to ghofferconfirm@in.ibm.com at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.
- Report to

  IBM India Pvt Ltd.
  Training Room 308, 3rd Floor, Block - D3, Manyata Embassy business park, Nagawara Outer Ring Rd, Near Hebbal, Bangalore-560045

  on the joining date at **9:00 a.m.** Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you, (ii) 2 self photographs (passport sized, color photos with a white background), (iii) the originals and 2 sets of photocopies of the following mandatory documents:

- Education degree certificate and all year mark sheets for the highest degree attained. Photocopies should include both front and back sides of certificate.
- Relieving letter or Service Certificate from your three most recent employers. Include your employee number with such previous employer(s).
- Proof of identity. Bring 3 sets of photocopies of any one of the following documents: passport, driving license, voter's identification card or PAN card.
- Copy of Passport - if you do not have a passport then kindly apply for a passport immediately and carry the acknowledgement on the day of your onboarding.
- Copy of PAN Card - if you do not have a PAN card then kindly apply for one immediately and carry the acknowledgement on the day of your onboarding.
- If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filed & signed.
- If you have ever changed your name at any point of time, and for any reason whatsoever, please bring supporting documents for the same.
- Valid Indian Work Permit, if applicable.

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Bengaluru - 560 057

* **Please note that all of the above documents are mandatory and you will not be allowed to join without them.**
Please contact us via ghoffercnfirm@in.ibm.com for any queries regarding your employment offer.

We believe no IBM employee should be alone in the effort to succeed - for the company, for a client, or for oneself. We proudly offer **Succeeding@IBM**, a multifaceted support system that enables all new IBM employees to learn and excel. Succeeding@IBM integrates the global resources new employees need: customised learning plans, career help, social computing tools, and access to subject matter experts.

You don't have to wait until your first day at IBM to begin learning about your new company and how we work with others across the globe. You will receive an invitation via e-mail to join **Soon 2 B Blue**, IBM's exclusive community for people who have accepted positions at IBM but haven't started their jobs yet. And today, you can go to www.ibm.com/employment/prehirelearning to begin your Succeeding@IBM journey. If you have any questions on the programme, please contact soonblue@in.ibm.com

Please visit the website ***www.ibm.com/in/careers/youandibm*** for more information on starting at IBM India. Authentication code is **start@IBM.**

The Royal Blue Ambassador program is designed to help assist new joiners with their initial transition into IBM. As a part of the program post your joining, you will receive information about your dedicated Royal Blue Ambassador (RBA) who will meet you at your joining/onboarding location on your date of joining.

(John Philipose) is your Regional Single Point of Contact from the RBA team to answer or direct you to the appropriate IBM officials for any questions you may have post joining the organization.

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

1. Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of onboarding, failing which you will not be permitted to join.

2. Your initial posting will be in Bangalore, MANYATHA D3 BLOCK . However, your services are transferable and you may be assigned to any office of IBM, a subsidiary, or associate company. In such case, you will be governed by the policies of that location.
(Note: It is clarified that IBM may also require you to work from any such offices within the same city (or, in the case of employees working in the National Capital Region, may require you to work from any such offices at Noida, Delhi or Gurgaon)).

3. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

4. Your designation may be changed at the discretion of the Company depending on the work assigned to you.

5. You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.

6. If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.

7. You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.

Priyanka N L

8. Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.

9. You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.

10. Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).

11. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

12. Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

13. You will, by default, be enrolled in IBM's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in IBM policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.

14. It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.

15. During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.

16. Information pertaining to IBM operations and intellectual property is confidential and you will sign a non-disclosure agreement. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.

17. All employees are required to read and comply with IBM's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.

18. If any information furnished by you in your application for employment or during the selection process 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.

19. You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.

20. You are required to register your profile at National Skills Registry; the addendum attached with this offer letter will provide you the information on the process of your registration. This registration is mandatory and should be completed within 30 working days from the date of joining the Company.

21. This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your onboarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, IBM shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.

IBM CONFIDENTIAL

DATE:	September 8, 2015	MANAGER:	Prashanth Booravalli
NAME:	Priyanka N L	BAND:	03
DESIGNATION:	Technical Support Associate	WORK LOCATION:	Bangalore

Compensation Components	IBM Offer (INR)
1. Basic Salary	103462
2. Flexible Benefit Plan (FBP)	124156
Reference Salary	
3. Retirals	
(a) Provident Fund (PF)	12416
(b) Gratuity @ 4.8%	4966
Annual Remuneration	245000
4. Performance Linked Variable Pay*	0 to 43800
5. Annual Potential Compensation = (Annual Remuneration + Performance Linked Variable Pay)	

The above is as per Company policy.

* Company currently has performance linked variable pay program with performance measured against criteria announced at monthly or quarterly frequency. This forms a part of the variable earnings and actual earnings & frequency of payment will be as per the defined Company Policies. The management reserves the right at its discretion to modify/amend/withdraw/continue with the program.

OTHER BENEFITS:

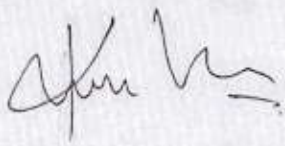
- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & upto Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

OTHER COMMITMENTS / CONDITIONS:

-

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your onboarding day.

Sincerely,



Digitally signed by ROHIT KUMAR VOHRA
Date: 2015.09.08 16:25:24 IST
Reason: Authorized Signatory

Rohit K Vohra
Recruitment Leader
India/SA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS:
I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above.
(Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

Signature: _____

Printed Name: _____

Date: _____ Date of Joining (if requesting an alternative date): _____

Priyanka N L

IBM

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Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components are linked.
2. Flexible Benefit Plan (FBP)	This is valued at 120% of your Basic Salary. The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period as per Income tax rules
(b) Medical	INR 15,000/- per annum. To be used for medical expenses.
(c) House Rent Allowance	Maximum 50% of Basic Salary *per annum*. To be used for house rent.
(d) Conveyance Allowance	Maximum INR 1600/- *per month*. To be used for vehicle expenses.
(e) "Flat" Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which is included as a part of your Annual Remuneration denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the IBM Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall not exceed Ten Lakh rupees (INR 1,000,000).
(c) ESIC	Until your monthly wages are upto INR 15,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Remuneration	Basic Salary + FBP + Retirals
4. Performance Linked Variable Pay	Amount of Target earnings mentioned under Performance Linked Variable Pay Program is determined based on your specific role and process/client aligned and subject to change based on any changes to your roles & responsibilities. This forms a part of the variable earnings and actual earnings & frequency of payment will be as per the defined Company Policies. The management reserves the right at its discretion to modify/amend/withdraw/continue with the program. Refer the policy page on W3 for further details on this program.

**For detailed information please refer to Company policies, which are subject to change from time to time.*

*Total Compensation Opportunity and other Benefits– Additional Information**

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:

This is a company paid benefit which provides group term life coverage to all employees of IBM India Pvt. Ltd. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. The coverage is subject to completion of the Insurance Company's prescribed insurance underwriting procedure and awarding of coverage by the insurance company. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:

This is a company paid benefit which provides group personal accident coverage to all employees of IBM India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and upto 4 children)

You and your nuclear family (Definition of nuclear family: Spouse + max. of 4 children) are covered up to INR 3 Lakh per year on a family floater basis, by default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & upto Four Children) within 45 days of joining. If you wish to do so and there will be a deduction from the salary as premium for this hospitalization coverage. For the current calendar year, the premium charged to you will be INR 1,405/- per annum. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

If you wish to opt out of participation in this policy, you may do so; please refer to the IBM Intranet for details.

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Medical Insurance cover for you will be effective by default from the date of your joining IBM India. However, you MUST enroll your dependants through on line submission of details within 45 days from the date of joining for insurance coverage to be extended to your dependants.

Mid-term inclusion of only new born babies (within 45 days of the child birth) and newly married spouse (within 45 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependant (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable)*

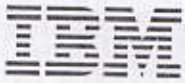
**Subject to enrolling the new dependant within 45 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 95:5%. Claims pertaining to dependants (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer - This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, IBM will extend an additional amount of INR 7 Lakh for required treatment.

The critical illness buffer requires management approval and is subject to the availability of funds in the Corporate Buffer of IBM India

Domiciliary Benefit - Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- is also provided to employees who participate in the Group Mediclaim Insurance Policy.



** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

Priyanka N L

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

To,

Priyanka N L
171/44, 11 Cross
Sri Anjaneya Temple street,
BANGALORE - 560058

Contact Number – 9535256757

Dear Priyanka

You will be required to register your profile with National Skills Registry once you join IBM. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at IBM office

Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.

IBM India Private Limited

Accepted

Signature: _____

Name of the Candidate: _____ Date: _____

RESOURCE
real estate solutions

Job Offer Letter

Date: 04-04-2015

Dear Krishika,

We are pleased to offer you the position of HR trainee at FIRST RESOURCE Company.

Your job will commence on 10-10-2015 and your starting salary will be 2 Lakhs per annum.

Please report to Mr. Veerendra Kumar, Managing Director on 01-10-2015 prior to your commencement of employment. You will be required to complete necessary payroll and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of FIRST RESOURCE Company to complete the enclosed Confirmation of At-Will Employment Form and sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

We look forward to your arrival at FIRST RESOURCE Company.

If you have any questions of comments, please call me immediately.

Very truly yours,

Mr. Veerendra Kumar

Managing Director

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Mphasis
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APPS/1004966/07611309/Mangalore/May/V0

PRIVATE AND CONFIDENTIAL

18 May 2015

Sandip Singh
Street no 24 quarter no 16 B

West Bengal Chittaranjan
India.

Dear Sandip Singh,

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of a **Delivery Trainee**. n **Band 5** and **Level 1** with our organisation for a period of 6 months. The gross compensation will be **INR 180000** /- (**One lakh eighty thousand rupees only**) per annum.

You are required to sign a training bond and agreement for **INR 1,00,000/- (Rupees One Lakh Only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of **INR 1,00,000/- (Rupees One Lakh Only)** would be recovered if you resigned within 24 months.

Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 6 months in Mphasis:

- You would be moved to **'Trainee Software Engineer'** in **Band 5 and Level 2**
- Your gross compensation will be revised to **INR 2,50,000/- (Rupees Two Lakhs Fifty Thousand Only)** per annum
- This salary change will be effective from the subsequent month after completion of 6 months from your date of joining

At Mphasis we believe we have a historic opportunity of building a global world class company. We also believe we are very unique in several ways – our equal strengths in Applications, BPO and ITO; being a flat, open and communicative organization; our ethos that encourages, promotes and rewards empowerment; initiative; flawless execution and leadership. In return, we promise to provide you a platform to grow and fulfill your personal and professional goals. We look for professionals like you who would partner the future growth of the Organization. We are confident that with your skills, competencies and capabilities you would be a valuable addition to the team.

Principal
Sethagiri College of Engineering
Bangalore

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This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct.

We look forward to you joining us at **ELLA – The Mphasis Learning Academy** on **25 June 2015** at **Mangalore**. The reporting time is **9:30 AM.** You endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom right corner and return to the undersigned by either mailing it or handing it over to us on the date of your joining.

Mphasis
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ANNEXURE - 2

TERMS OF EMPLOYMENT

Your employment at Mphasis Limited. ("The Company") will be governed by the Company's policies as modified from time to time. Copy of the present policy will be made available to you on your joining the Company. In particular and without prejudice to the foregoing statement, some of the more significant terms and conditions that govern your employment, subject to modifications from time to time, are detailed below.

1) **Hours of Work**
   1.1. A working day shall comprise of nine hours.
   1.2. You may be required to work on a shift basis. Shifts may be scheduled across 24 hours a day, 7 days a week and 365 a year, subject to applicable laws. The shift timings may change from time to time which you would be notified of in advance.
   1.3. At times you may be required to work beyond 8 working hours.
   1.4. Employees at the client site shall follow the working hours as applicable at client site.

2) **Place of Employment**
   2.1. During your employment with the company, you will be liable to be transferred or deputed to any of the offices, departments of the Company or its Associates, Subsidiaries or Group Companies, whether in India or abroad.
   2.2. In the event of transfer or deputation of your services your salary and other benefits will be determined in accordance with the Company's policies prevalent at that time.

3) **Travel**
   You may be required to travel, whether in India or overseas, in connection with office work at short notice.

4) **Salary and Benefits**
   4.1. Salary shall be reviewed on an annual basis depending on the date of joining and you shall be notified of the amount of your salary entitlement for the succeeding year, depending upon your performance during the year.
   4.2. Notwithstanding the provisions of Clause 4.1, you acknowledge that it is the Company policy to review the salary payable to its employees for successive financial years and such reviewed salary may be higher or lower than the salary received for the previous financial year depending upon the overall performance of the Company.
   4.3. In addition to salary, you shall also be entitled to receive other benefits as applicable under the Company policy. The Company shall, in its sole discretion, be entitled to amend, vary, and modify any of the terms and conditions of the policy with regard to the benefits that are offered to you.
   4.4. The term 'financial year' denotes the period starting from 1st November to 31st of October of the following calendar year

5) **Relocation**
   You are eligible for relocation expenses reimbursement as per the company policy. In the event of your separation within 12 months of joining Mphasis, this amount has to be paid back to the company.

Mphasis
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6) **Group Insurance, Provident Fund and Gratuity**

6.1. From the month following the month of joining, the Company will provide you coverage under the following Policies at no cost to you up to the date of cessation of employment:

6.1.1. Group Mediclaim Policy (for all employees)

6.1.2. Group Gratuity- scheme (all employees)

7) **Leave Entitlement Policy**

As per the Company's existing Leave policy you will be entitled to twenty four working days of Privilege leave annually which is calculated at 2 days' for every month of completed service. This is an earned leave and included any other form of casual or medical leave.

8) **Termination**

8.1. Your employment with the Company is subject to termination on:

8.1.1. Two month's prior notice by either side

8.2. The Company reserves the right to, at its sole discretion, substitute the notice period by paying you salary in lieu of the notice period.

8.3. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter (by whatever name it is called) will be accepted by the Company only on your satisfying the required notice period as stated in our Company's HR handbook. Further, till such time as the Company accepts your resignation letter, you will be deemed to be an employee of the Company and the terms and conditions of your employment will still continue to bind you.

8.4. The Company shall have the right to terminate your employment immediately without notice or payment in lieu of notice if:

8.4.1. You neglect, refuse, fail or for any reason become unable to perform any of your duties under this agreement or comply with the Company policies and code of conduct; or

8.4.2. You are guilty of any misconduct whether or not in the performance of your duties (including but not limited to being an undischarged insolvent, being convicted by any criminal court, being involved in fraudulent acts, etc) or commit any act which in the opinion of the Company is likely to bring the Company any disrepute whether or not such act is directly related to the affairs of the Company; or

8.4.3. You commit any breach of any of your duties or obligations under this agreement or the policies of the Company.

8.4.4. There is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the information provided by you.

In the event of termination under Clause 8.4.2, you shall not be entitled to any benefits whatsoever.

9) **Mode of Communication**

For any service of notice or communications of any kind, you will be informed by email or ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

10) **Confidentiality**

10.1. You agree at all times during the term of your employment and thereafter (without limit of time);

10.1.1. To hold the Confidential Information in strictest confidence, and not to use or attempt to use the same, except for the benefit of the Company, and

10.1.2. Not to disclose or divulge the Confidential Information to any person or entity without

written authorization of the Company.

10.1.3. You agree to return to Mphasis all proprietary information, including copies on paper, hard drive, disk, tape and other media, upon completion or termination of any project or upon cessation of your employment with Mphasis IT Services.

10.2. For the purposes of Clause 10.1, "Confidential Information" means any Company proprietary or confidential information, technical data, trade secrets or know-how, whether (oral or written or in electronic format and whether marked confidential or not), including but not limited to; research, business plans, products, product improvements, processes and process documents, services, projects, proposals, all work produced by you whether during normal working hours or not, computer program, documentation, customer lists and customers (including, but not limited to, customers of the Company with whom you become acquainted), markets, software, developments, inventions processes, formulas, technology, designs, drawings, engineering, marketing, distribution and sales methods, sales and profit figures, finances, techniques, strategies, discoveries, the title and description of any patents or patent applications filed by the Company in any country or jurisdiction (until the same is generally available to the public), and any other business information of the Company including its business plans, practice methodologies and technologies (including computer software), training materials, personnel information, client lists and information regarding the business needs, strategies and technologies of present and prospective clients and internal Company publications, whether directly or indirectly, or by drawings or inspection of documents or other tangible property and all information that comes to your knowledge which would but for this employment would not have been accessed by you, whether such information is in tangible form or not, written or otherwise and formal or not. Confidential Information however shall not include knowledge, skills, or information which is common to the business of the Company, or which is generally known outside the Company.

10.3. You understand that retaining the confidential nature of the confidential information is of utmost importance to the business of the Company and in addition to the terms stipulated in this agreement herein you agree to execute a Non Disclosure Agreement with the company.

11) Intellectual Property

11.1. You agree that any proprietary rights whatsoever, including but not limited to, patents, copyright and design rights as a result of the development of and/or the application of all work produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including but not limited to any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this employment with the Company shall belong to the Company absolutely.

11.2. You agree, at the Company's expense, to provide, during and after this employment, all such assistance as the Company reasonably considers necessary, to secure the vesting of such rights in the Company or Terms of Employment with Mphasis (including waiver of any such rights including author's special rights under Section 57 of the Copyright Act 1957).

12) Data Privacy Compliance Policy

You consent to the terms and conditions of the Data Privacy Compliance Policy stated below: –

12.1. You consent to the processing of your personal data in accordance with the Company data privacy policy (the "Policy"), a copy of which can be obtained upon request;

12.2. In particular, you expressly consent to:

12.2.1. The collection and processing of sensitive personal data about you to the limited extent and for the purposes described in the Policy;

12.2.2. The transfer worldwide of personal data held about you by the Company to other employees and offices of the Company's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of your personal images and voices in marketing material, videos, etc.

12.3. The reference to information "about you" includes reference to information about third parties, such as spouse and children (if any), which are provided to the Company by you on their behalf. The reference to "sensitive personal Data" may be understood to include reference to the various categories of personal data identified by European and Other applicable data privacy laws as requiring special treatment, including in some circumstances, the need to obtain explicit consent. These categories comprise personal data about racial or ethnic origin, political opinions, religious or other similar beliefs, trade union membership, physical or mental health, sexual life or criminal record.

12.4. In addition, you agree to treat any personal data to which you have access in the course of your employment strictly in accordance with this Policy and other Company policies and procedures. In particular, you will not use any such data other than in connection with and to the extent necessary for the purposes of your employment.

13) Non-Compete

You will certify to maintain Customer exclusivity and to this end, during the validity of this agreement and for a minimum of 2 years thereafter, you shall neither solicit business nor offer product/services and/or conduct any business, that directly competes with the kind of product/services that is offered by the Company to such client, either directly or indirectly with any of 'Mphasis' client or any third party exposed to you. In case you violate this provision, a minimum amount of Rs 3 lakhs shall be payable by you to Mphasis as damages.

14) Non Solicitation of Employees and Clients

You agree that during the period of your employment with the Company, and for one year after the date of termination of such employment (regardless of whether this cessation of employment is voluntary or involuntary, or caused by the breach of this Agreement by either party), other than on behalf of the Company, you will not, either directly or indirectly:

(A) Solicit, divert, take away, hire, or recruit, or attempt to solicit, divert, take away, hire, or recruit, any employee of the Company; or

(B) Solicit, divert, take away, hire, or recruit, or attempt to solicit, divert, take away, hire, or recruit, the business of any client, customer, potential client, potential customer, person, or entity with whom Employee had dealings as an Employee of the Company for any purpose related in any manner to the business of the Company.

(C) You agree the foregoing restrictions are reasonable both as to time and extent given the nature and scope of the Company's present business and the duties of your employment.

15) Warranty

15.1. You warrant that your joining the Company will not violate any agreement to which you are or have been a party to.

15.2. You warrant that you will not use or disclose any confidential or proprietary information obtained from a third party prior to your employment with the Company.

15.3. You warrant that you will comply with all Mphasis applicable policies and standards and shall perform your services in a manner consistent with the ethical and professional standards of Mphasis.

15.4. You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully perform the services

16) Indemnification

You agree to indemnify the Company for any losses or damages sustained by the Company

caused by or related to your breach of any of the provisions contained in this Terms of Employment

17) Retirement

Your age of retirement from the service will be on completion of sixty years. However, you may opt for voluntary retirement at any age before sixty years during your services in the establishment if you are unable to continue in service satisfactorily. The actual date of retirement shall be the last working day of the calendar month of your 60th birthday.

18) General

18.1. This agreement contains the entire agreement between the employee and Mphasis, and no alteration or variations of the terms of this agreement shall be valid unless made in writing and signed by both the parties here to. This agreements supersedes any prior agreements or understancings between the parties relating to the matter of proprietary rights and / or non disclosure

18.2. This agreement is made under and shall be construed according to the laws of India. Employee agrees to submit to the jurisdiction of the courts of Bangalore (Karnataka).

18.3. This agreement shall remain current and in force, irrespective of whether you are under employment of Mphasis or not.

18.4. Should any part of this agreement be declared illegal or unenforceable, the arties hereto will co-operate in all ways open to them to obtain substantially the same result or as much thereof as may be possible, including taking appropriate steps to amend, modify or alter this agreement. If any term or provision of this Agreement shall be hereafter declared by a final adjudication of any tribunal or court of competent jurisdiction to be illegal, such adjudication shall not alter the validity or enforceability of any other term or provision unless the terms and provisions so declared are expressly defined as a conditions precedent or as of the essence of this agreement, or comprising an integral part of, or inseparable from the remainder of this agreement.

Mphasis
Unleash the Next

Acknowledgement and Acceptance of Appointment with Mphasis

I, _____ have read and understood the above terms and conditions governing my employment with the company and hereby accept the above-mentioned appointment in totality.

I confirm my acceptance of the offer and shall report for work on _____ (Date).

Signature : _____

Name : _____st-item-body

Date : _____

Place : _____

Mphasis
Unleash the Next

Annexure - 3

At the time of joining Mphasis the following documents and information must be made available to us.

You are required to report to the HR department on your day of joining.

Office Address: **Tech Bay, PL Comp, Jeppu Ferry Road, Morgan's gate, Jeppu, Mangalore - 575001**

Reporting Time: **9.00 am**

Mphasis
Unleash the Next

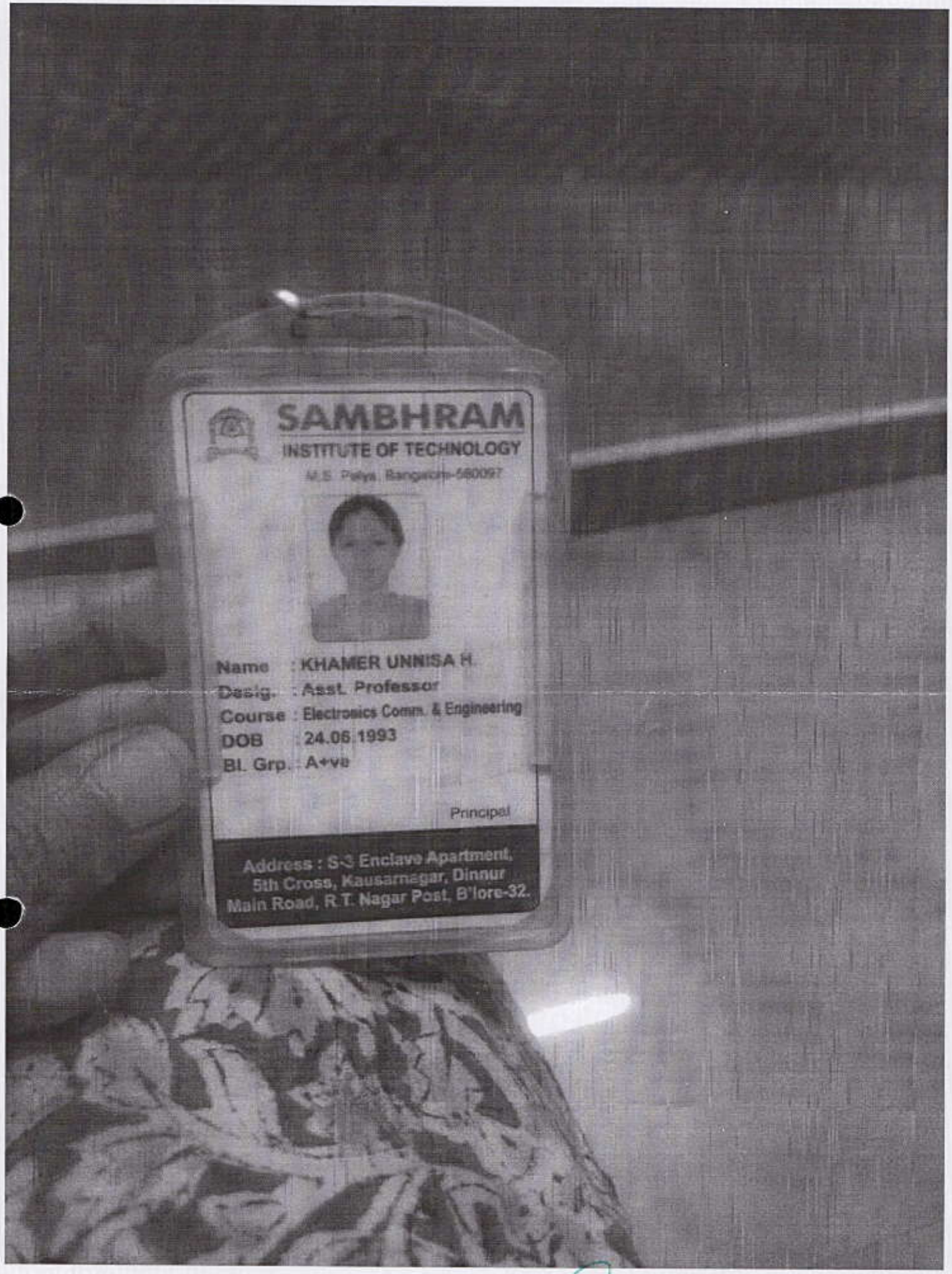
List of documents that need to be submitted at the time of joining, in order to complete your on boarding process.

Sl.No	Sl.No Documents
1	To process your salary - PAN card copy is mandatory, incase you do not have a PAN Card - apply for it online using the said URL https://tin.tin.nsdl.com/pan/index.html or apply on your day of joining at our helpdesk
2	Age Proof Certificate-Birth certificate/ (School certificates of ICSE/SSLC/CBSE)
3	Academic Certificates (Including additional certifications/ courses) supporting your education qualifications along with marks sheets*
4	Your latest salary slip or salary certificate*
5	Experience proof - Relieving letter from previous employers (if previously employed)*. The relieving letter or resignation acceptance need to be submitted in original
6	Service certificate from present Employer
7	Form 16 or Taxable income statement duly certified by previous employer (Statement showing deductions and Taxable income with break up) till the last date of your employment with them along with PAN number if available.
8	5 Passport Size Photographs
9	Copy of passport (All sheets)
10	Copy of your updated resume
11	Joining kit duly filled in by you
12	Signed - Non Disclosure Agreement

Mphasis
Unleash the Next

- *Originals need to be submitted. These original certificates will be returned to you after due verification.
- Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer.
- Being an ISO certified company, it is essential for you to submit these documents at the time of joining. We will not be able to process your records unless you submit all the documents mentioned above.
- It is mandatory for all Mphasis employees to possess a valid passport. Else, please apply for one. You are expected to have a valid passport within 60 days from the time you join Mphasis.
- Apart from this we would like you to have the following information ready with you, for usage during your joining formalities.
    - DOB and Name of Father, Mother, Spouse, Child/ Children
    - Educational details with the passing year
    - Your past experience details with the exact years and role played to be mentioned.
    - Blood Group
    - 1 Passport size photograph of all your dependants
    - Your Citibank account number, if existing already
    - Your PF account number with current employer
    - Your PAN number
    - Passport number, Place of issue, Date of issue, Validity: From and to date.

Digitally signed by KISHORE G R
Date: 2015.06.11 15:09:45 +05:30
Reason: Authenticating Service
Location: Bangalore



Principal
Sambhram College of Engineering

AJANTA
TEXTILES
www.ajantatextiles.com

+91 33 2258 2466
+91 9433 829 369
ashish.ajanta@gmail.com

Job Offer Letter

Dear **Kiran Kumar S R,**

Congratulations!!!

With great pleasure, I extend the following employment offer to you.

Position: Quality Engineer
Issue date: 10/03/2015
Joining Date: 14-09-2015
Salary: 2.5 lakhs per annum

This employment offer is contingent upon the successful completion of medical reference check. Please report to Mr.Brij Mohan Mohta, Managing Director prior to your commencement of employment. This offer is not a contract of employment and either party may terminate employment at any time, with or without cause.

Very truly yours,

Mr.Brij Mohan Mohta

Managing Director

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

14/5, Chikkasandra, Hesaraghatta Main Road

1SG11BT026 (IH-15)

GD GROUP
Sapthagiri Clintrac
A division of GD Group of Companies

Sapthagiri Clintrac
Evolving Tomorrow's Therapies Today

OFFER LETTER

Date: 15-Jun-2015

Dear **VAISHNAVI JOSHI,**

Sapthagiri Clintrac Pvt Ltd is pleased to offer you a position as a **Clinical Research Analyst**

Your monthly-proposed salary will be **INR 11000, which** equates to an annual total of **INR 132000 /per year and break up,** will give in your appointment letter.

The Roles and Responsibilities and other terms and conditions of your employment will be informed you on joining day.

Please carry originals for verification and submit the following documents photocopies to HR at the time of your joining: ***(1) Educational certificates, (2) Adhar Card (3) Offer & Appointment letters of previous employer (4) experience/ relieving letters of previous employer (if applicable) (5) Three colour passport-size photos, (6) 3-month salary slip from your previous organization (if applicable) and (7) 3 months' bank statement (if applicable)***

We welcome you to Sapthagiri Clintrac Pvt Ltd and hope it would be the beginning of a long and mutually beneficial association.

Yours Truly,

Director
Sapthagiri Clintrac Pvt Ltd
Bangalore - 560090

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

FIRST RESOURCE
real estate solutions

Job Offer Letter

Date: 04-04-2015

Dear Thejashri K. S,

We are pleased to offer you the position of HR trainee at FIRST RESOURCE Company.

Your job will commence on 10-10-2015 and your starting salary will be 2 Lakhs per annum.

Please report to Mr. Veerendra Kumar, Managing Director on 1-10-2015 prior to your commencement of employment. You will be required to complete necessary payroll and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of FIRST RESOURCE Company to complete the enclosed Confirmation of At-Will Employment Form and sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

We look forward to your arrival at FIRST RESOURCE Company.

If you have any questions of comments, please call me immediately.

Very truly yours,

04/4/15

Mr. Veerendra Kumar

Managing Director

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

2014-15.

CHLORBIOS
Creating Green Biotechnology

Survey No. 73/2,
Jarakabande Kaval, Yelahanka Hobli,
Via Attur Post, Bangalore - 560 106.
+91 96329 63233 | chlorbios@gmail.com

DATE : 05/01/2015

OFFER LETTER

Dear SWARNA,

Congratulations and welcome aboard CHLORBIOS, we are delighted to have you in our exciting team!

We are offering you the position of **"Executive Trainee"**, *with effect from* **August 10th 2015, with the consolidated salary of Rs 15,000/-(Twenty thousand only) per month.** The terms of our offer and the benefits currently provided by the Company are as follows:

Please report to MR.ROHIT RAJ, Managing Director, on or before **August 10th 2015**, prior to your commencement of employment. You will be required to complete necessary documentation process and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of CHLORBIOS to sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

We look forward to your arrival at CHLORBIOS.

If you have any questions of comments, please call me immediately.

Very truly yours,

05/01/2015

MR.ROHIT RAJ,
Managing Director

CHLORBIOS
73/1, Jaraka Bande Kaval,
Via Attur Post, Yelahanka Hobli,
Bangalore - 560 064.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

ME

Hewlett Packard
Enterprise

October 12, 2015

Dear Nishanth Vikram

This is with respect to offer letter dated September 14, 2015 appointing you at Hewlett-Packard Globalsoft Limited of HPE in the position Graduate Development Program.

Your date of joining agreed between us was November 16, 2015.

Your revised date of joining is October 19, 2015.

Pay & Benefits and all other terms & conditions remain unchanged and shall be applicable upon your joining us.

Please sign and return the copy of the appointment letter as a token of your acceptance. In the event you do not commence your employment on the revised date of joining, the above mentioned offer letter shall stand revoked and cancelled.

With best regards,

Sd/-
Babitha P
Talent Acquisition Manager – India, Pakistan, Bangladesh and Sri Lanka

*This is an electronically generated letter and hence does not require a signature.

I accept the above referred Pay and Benefits, and the General terms and conditions of employment

Signature: _____

Name: _____

Date: _____

Place: _____

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

HE

Hewlett Packard
Enterprise

October 12, 2015

Dear Pramodh Shah

This is with respect to offer letter dated September 14, 2015 appointing you at Hewlett-Packard Globalsoft Limited of HPE in the position Graduate Development Program.

Your date of joining agreed between us was November 16, 2015.

Your revised date of joining is October 19, 2015.

Pay & Benefits and all other terms & conditions remain unchanged and shall be applicable upon your joining us.

Please sign and return the copy of the appointment letter as a token of your acceptance. In the event you do not commence your employment on the revised date of joining, the above mentioned offer letter shall stand revoked and cancelled.

With best regards,

Sd/-
Babitha P
Talent Acquisition Manager – India, Pakistan, Bangladesh and Sri Lanka

*This is an electronically generated letter and hence does not require a signature.

I accept the above referred Pay and Benefits, and the General terms and conditions of employment

Signature: _____

Name: _____

Date: _____

Place: _____

Principal
Sapthagiri College of Engineering
14/5, Chikkasaandra, Hesaraghatta Main Road
Bangaluru - 560 057

Hewlett Packard
Enterprise

October 12, 2015

Dear Spandana

This is with respect to offer letter dated September 14, 2015 appointing you at Hewlett-Packard Globalsoft Limited of HPE in the position Graduate Development Program

Your date of joining agreed between us was November 16, 2015.

Your revised date of joining is October 19, 2015.

Pay & Benefits and all other terms & conditions remain unchanged and shall be applicable upon your joining us.

Please sign and return the copy of the appointment letter as a token of your acceptance. In the event you do not commence your employment on the revised date of joining, the above mentioned offer letter shall stand revoked and cancelled.

With best regards,

Sd/-
Babitha P
Talent Acquisition Manager – India, Pakistan, Bangladesh and Sri Lanka

*This is an electronically generated letter and hence does not require a signature

---

I accept the above referred Pay and Benefits, and the General terms and conditions of employment

Signature: _____

Name: _____

Date: _____

Place: _____

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High performance. Delivered.

Vinay Kumar S R
1SG11IS057
2014-15, ISE

Strictly Private and Confidential

01-Feb-2016

Vinay Kumar S R

Vinay Kumar S R, S/ O S M Ramana Reddy, Seekal (V), Mylandlahalli (P), Chintamani (T), Chikkaballapur (D), PIN- 563125

8892729328

Dear Vinay,

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

Role - Software Engineering Associate

Career level - 12

Talent Segment - Software Engineering

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Bengaluru - 560 057

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.

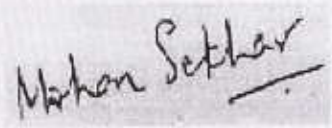
Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process and applicable cut-offs communicated to you. You are required to score minimum 60% marks in each test to qualify the Accenture specific training program. If you are not able to score 60% in the first attempt, you are required to score 65% in the next 2 subsequent attempts of the same test to qualify the Accenture specific training program. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per the Terms of Employment clause 10.

 Candicate s Signature _____

Reference Id: c9a7c9ad-d7c5-498f-b125-b72ac347634c_1
Signed By: Mohan Sekhar

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

Yours sincerely,



Mohan Sekhar

Senior Managing Director – Delivery Centers for Technology in India

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

SUNLIGHT MACHINE TOOLS

Site No. 2 Plot No. 3B, Peenya Industrial Park, KIADB Main Road, Peenya Industrial Area, (Next to coir board), Bangalore - 58. Mob : 9448437768, 9886090696
Ph. : 080-43770287 E-mail : sunlightmachinetools@gmail.com

Ref :

Date :

DATE: 15/01/2015

OFFER LETTER

To,
Abhilash T,
Mechanical Branch
Sapthagiri College of Engineering
Bangalore-57

Dear Abhilash T,

We are pleased to offer you the employment at our company as **Quality Engineer**. We feel that your skills and background will be valuable assets to our team.

You can join the company on the first week of ***June 2015.*** We offer you a salary package of **2.0 lakhs per annum**. The details about employment benefits will be explained in detail to you at our company by the manager. If you choose to accept this offer, report to the company with the original documents for verification. In addition to this we require you to sign the Confidentiality Agreement prior to the joining.

We look forward to welcome you,

MANAGING PARTNER

SUNLIGHT MACHINE TOOLS
Site No. 2, Plot No:3B, Peenya Industrial Park,
KIADB Main Road, Peenya Industrial Area,
BANGALORE-560 058.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

mindse8
www.mindse8.com

+91 7980 326 055

info.mindse8@gmail.com

JOB OFFER LETTER

23rd February 2015

Dear **Lohitha P B,**

MINDSE8 is delighted to offer you the full-time job & the position of **"HR Trainee"**. You are requested to report directly to manager at work location on August 24th 2015.

The starting salary for this position is 2.5 lakh per annum. **MINDSE8** offers a comprehensive benefits program, which includes medical insurance other benefits will be described in more detail once u report.

Your employment with **MINDSE8** will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

We look forward to having you on our team! If you have any questions, please feel free to reach out at your earliest convenience.

Sincerely,

MANOJ CHOUDHARY
Managing Director

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

RESOURCE
real estate solutions

Job Offer Letter

Date: 10-02-2015

Dear Achin sidava ,

We are pleased to offer you the position of HR trainee at FIRST RESOURCE Company.

Your job will commence on 20-08-2015 and your starting salary will be 2 Lakhs per annum.

Please report to Mr. Veerendra Kumar, Managing Director on 10-08-2015 prior to your commencement of employment. You will be required to complete necessary payroll and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of FIRST RESOURCE Company to complete the enclosed Confirmation of At-Will Employment Form and sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

We look forward to your arrival at FIRST RESOURCE Company.

If you have any questions of comments, please call me immediately.

Very truly yours,

Mr. Veerendra Kumar

Managing Director

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

mindse8
www.mindse8.com

+91 7980 326 055

info.mindse8@gmail.com

JOB OFFER LETTER

19th March 2015

Dear **Rohit K R**,

Congratulations!

MINDSE8 is delighted to offer you the full-time job & the position of **"SALES ENGINEER"**. You are requested to report directly to the manager on July 20th 2015.

The starting salary for this position is 3 lakh per annum. ***MINDSE8*** offers a comprehensive benefits program, which includes medical insurance other benefits will be described in more detail once you report to the company.

Your employment with ***MINDSE8*** will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

We look forward to having you on our team! If you have any questions, please feel free to reach out at your earliest convenience

Sincerely,

Mchoudhary

MANOJ CHOUDHARY
Managing Director

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

mindse8
www.mindse8.com

+91 7980 326 055

info.mindse8@gmail.com

JOB OFFER LETTER

19th March 2015

Dear **Ravindra G P**,

Congratulations!

MINDSE8 is delighted to offer you the full-time job & the position of **"SALES ENGINEER"**. You are requested to report directly to the manager on July 20th 2015.

The starting salary for this position is 3 lakh per annum. ***MINDSE8*** offers a comprehensive benefits program, which includes medical insurance other benefits will be described in more detail once you report to the company.

Your employment with ***MINDSE8*** will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

We look forward to having you on our team! If you have any questions, please feel free to reach out at your earliest convenience.

Sincerely,

Mchoudhary

MANOJ CHOUDHARY
Managing Director

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

2014-15 Thosif. MBT024

South Asia

TÜV SÜD South Asia ● Solitaire, 4th Floor ● ITI Road, Aundh ● Pune – 411007 ● Tel: +91 20 6684 1200 ● Fax: +91 20 6684 1261

Choose certainty.
Add value.

Thosif Mohammed
#815, 3rd Cross,
9th Main,K N Extension, Yeshwanthpur,
Bengaluru,
Karnataka
India
Contact No: +91 8553267303

Employee Code	Reference Number	Tel. Extension	Fax extension	Date	Page
E5538	TÜV:CT:2017:083	+91 22 67545507	+91 22 67545575	01/06/2017	1/10

Dear Thosif,

You have been appointed as Executive - Business Development in the services of the Organization and the Employee hereby accepts the appointment subject to the terms and conditions of this Agreement with immediate effect.

Your appointment details are as follows:

Department/SBU	:	PS - Food
Designation	:	Executive - Business Development
Monthly CTC	:	Rs. 28079/-
Annual CTC	:	Rs. 336948/-

Your salary review will be aligned with our annual salary review cycle.

Details on these terms and conditions are available on the Company's portal.

Please initial on each page and sign on the last page of this Contract letter and return a signed copy to us.

Please note that all remuneration matters are to be treated with strict confidentiality and that details of your compensation must not be disclosed to anyone. Other than yourself, your remuneration is known to a small number of authorized staff in the course of their duties and they are pledged to strict secrecy.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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South Asia

If you have any queries regarding this offer, please do not hesitate to contact Sanjay Padte at 022-67545507.

We take this opportunity to extend a warm welcome to you and wish you a satisfying career in TÜV SÜD South Asia Pvt. Ltd.

Yours sincerely

Suchitra Shahapurkar
Vice President - HR
TÜV SÜD South Asia Pvt. Ltd.

Collin Fernandes
Director
TÜV SÜD South Asia Pvt. Ltd.

Please initiate acknowledgement .....

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Mar 12, 2020

Offer ID : 206728
Ayodhi Pakirappa
Ayodhi Pakirappa,C/O Ayodhi Danappa,#ward no1,Honnuraswamy Darha no 1,etigi,Muddapura no 2,
emmiganur bellary hospet,Emmiganur,Emmiganur,Kalla
Ballari 583113
KARNATAKA India

Dear Ayodhi Pakirappa,

On behalf of Quess IT Staffing (A division of Quess Corp Ltd.), (hereinafter referred to as "the Company") I am very pleased to offer you a position of **Senior Network Security Engineer** in our organization. Your joining date will be **Apr 24, 2020**.

On the first day of the employment, please report to:

IBM-BCS-REST CB
Bangalore
Reporting Time : 10:00 AM

COPY ONLY

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

exigent

EMPLOYMENT CONTRACT

This employment contract ("**Contract**") is made and entered into this 1st May, 2019 by and between:

Exigent Services Pvt. Ltd. (represented by Nicola Stott) ("**Company**");

and

Mr. Nagaraj B G, son of Late Mr. Govindaraj B resident at # 8, 12th Block, Police Quarters, Krishnananda Nagar, Nandini Layout, Bangalore, Pincode- 560096 ("Employee")

("**Employee**".

The Company and the Employee are hereinafter referred to individually as "**Party**" and collectively as "**Parties**".

PREAMBLE

(A) **WHEREAS**, in India, Exigent Services Pvt. Ltd., the Company duly incorporated as a private limited company under the (Indian) Companies Act, 1956 is engaged in the business of providing outsourced legal/support services and related products;

(B) **AND WHEREAS**, in order to achieve its corporate and business objectives, the Company needs the services of the Employee.

(C) **AND WHEREAS** the Company and the Employee desire to enter into an agreement whereby the Employee's services will be made available to the Company.

NOW THEREFORE in consideration of the mutual promises and covenants hereinafter contained, it is agreed as follows:

Exigent Services Pvt. Ltd. Bangalore

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

CAPE TOWN
Foyer A Floor 2
Sovereign Quay
34 Somerset Road
Green Point
Cape Town 8001
T: +27 21 421 5891

JOHANNESBURG
44 Melrose Blvd
Birnam
Johannesburg 2076
T: +27 10 020 2154

LONDON
118 Pall Mall
London SW1Y 5ED
T: +44 207 578 9350
M: +44 7580 087 400

PERTH
Suite A Level 2
37 McNichol Street
Rockingham WA 6168
T: +61 8 9591 3866

SYDNEY
Level 6/8 00 Walker Street
Sydney
NSW 2060
T: +61 +13 655 488

CHICAGO
801 South Financial Place
Chicago
Illinois, 60607

BANGALORE
2nd Floor
Cristu Complex
41 Lavelle Road
Bangalore (M) 560001
T: +91 80 67 47 1700

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1. JOB TITLE, LOCATION AND DUTIES

1.1 Company is appointing the Employee as Associate- Immigration and his/her principal task shall be as set out in Appendix 1 hereto, and such other duties as may be designated by the Company from time to time. The date of joining is 1st May, 2019.

1.2 The main business address of the Employee shall be 2nd Floor, Cristu Complex, No 41, Lavelle Road, Bangalore, 560001. While his/her normal place of work would be based in India and/or such other places as required by the Company, the Company has the right to transfer the Employee to any group company in India or overseas, provided that the terms of such transfer will be similar to or more favourable than those contained in this Contract.

1.3 The Company has the right to change the job profile of the Employee as per the business requirement with or without notice (as per applicable law).

1.4 The Employee shall report directly to Sathyanarayana Movvar- Senior Manager – or any person designated by the Company from time to time.

1.5 The Employee shall work faithfully, sincerely, diligently and efficiently to the best of his/her ability in accordance with the Company's instructions and policies and make his/her best efforts to use his/her knowledge and skill to the satisfaction of the Company and for the development and growth of the Company. The Company expects the highest level of honesty, integrity and efficacy from employees in business as well as personal dealings.

1.6 During the term of employment, the Employee will not act as an agent for, or as an officer, employee or other representative of or render services that may be construed to be the same, substantially similar or identical, or compete, directly or indirectly, with the services rendered hereunder to the Company or any of the Company's competitors or prospective competitors.

1.7 The Employee hereby agrees to respect, comply with, and adhere to all Company policies, procedures, and practices applicable to all Company employees. It is expressly understood, however, that these policies do not constitute or form part of a Contract between the Parties, and that in the case of any conflict, the terms of this Contract shall prevail.

2. REMUNERATION

2.1 During the term of employment, the Employee shall be paid the salary, additional benefits, allowance, commission or payments as specified in Appendix 2 hereto in accordance with the statutory provisions in force from time to time, and subject to deduction of appropriate taxes, etc. The Employee's remuneration package is confidential and the Employee shall not discuss such information with or divulge the same to anyone in any manner. The salary structure of the Employee may be altered or modified at any time.

2.2 In addition to the aforesaid, the Company may also do the following deductions:

(a) Loans, if any;

(b) Any statutory or legal deductions the Company is required to make;

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Rectosys Technologies

Where virtual world meets real world

Rectosys Technologies
#11/23, 'Suryadev", 20th Main Road,
1-R Block, West of Chord road,
Rajajinagar, Bengaluru- 560010

Date: 07th Jul 2016
Ref: HR/RCT/ 2016/ RCT013

Mr. Vivekanand R Kallolli
#112, Kalikanagar Sindagi,
Sindgi, Bijapur-586128.

Sub: Job offer of Employment

Dear **Vivekanand R Kallolli,**
With reference to your application and subsequent interview you had with us, we please to appoint you as **Trainee Engineer** in our company with effect from **7th Jul 2016**. The gross compensation offered to you will be **INR 1,80,000/- (Rupees One lakh eighty Thousand only)** per annum.

Terms and Conditions:

1. **Probationary Period**

   You will be on probation for a period of 3 months from the date of your appointment. On Satisfactory completion of the probationary period you will be confirmed in the service. If not confirmed after 3 months, the probationary period will be extended automatically till further notice.

2. **Salary Increase**

   Increase in your salary will be reviewed periodically as per the policy of the company. Increase will be based on the demonstrated result and effectiveness of performance during the period of review.

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Bengaluru - 560 057

3. **Deputation**

Organization may send you on deputation at any client location in India and abroad to serve the business need of the organization, rendering your full time services or consulting at client's premises and thus in that case, all you're working hours, time, process etc would be governed by client's terms and conditions and you would act as a consultant to your client and would give your full time, efforts and dedication towards the assignment assigned by the client and would not be able to exit from the assigned project before completion of the project or without our clients return approval and discharge your duty as it is to create good image.

On deputation even on probation, your notice period would not be applicable and would be governed by your deputation letter and project agreement signed by you with us. On deputation at client's project, you would be entitled for leave and other benefits as applicable as per client's policies and procedures which would be briefed to you by us while sending you on deputation on at client's projects or assignment.

4. **Leave**

You are entitled to get one day leave on completion of 1 month. Prior to your leave privileged/sick leave/ earned leave.

5. **Travel**

whenever you are required to travel to undertake company work, you will be reimbursed as per company rules.

6. **Notice period**

This appointment may be termed by either side by giving 30 days notice 1 month salary in lieu of notice period.

7. **Retirement**

Your age of retirement in the company is 60 years. You will be entitled to Provident Fund (current contribution is at 12% of your Basic Salary by the company in accordance with the employee provident fund and family pension fund act 1952) and Gratuity (calculated at half months basic salary per annum for every completed year of service in the company in accordance with the payment of Gratuity Act 1972). Gratuity is payable when an employee leaves the services of the company after completion of a minimum of 5 years of continuous service in the company.

8. **Transfer**
You will be liable to be transferred to any other branch or subsidiary of the company in India or Abroad. In such cases, you will be governed by the terms and conditions of the service as applicable to new assignment.

9. **Other Work**

Your position with company calls for full time employment and you will devote yourself exclusively to the business of the company. You will not take up any other work for remuneration on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your employment with the company, without written permission of the Company.

10. **Confidential Information**
You will not, at any time, without the consent of the company disclose or divulge or make public any information regarding company's affairs of administration or research carried out, whether the same may be confined to your or known to you, in the course of your service or otherwise, except under legal obligation.

11. **General**
The above terms and conditions are based on the company policy, procedures and other rules and regulations currently applicable to the company's employees and are subject to amendment and adjustment from time to time. Breach of any of the above terms will render you liable for termination of your service, without any notice or salary in lieu thereof.
Please communicate your acceptance of this offer by signing a copy of this letter and returning it to us. We welcome you to this organization and look forward to work with you.

At the time of joining you must bring all the originals along with the photocopies of the following documents:

1. All certificates and mark sheets in support of your educational qualification starting from 10th grade.
2. Experience letter from your current employer and previous employer(s) if applicable.
3. Relieving letter from your current employer.
4. 3 Passport size photographs.

5. Photocopy of Passport.
6. Hard copy of your resume on the day of Joining.

Wish Best Wishes

RECTOSYS TECHNOLOGIES

Purushottam Tawar
(Managing Director)

I am accepting the above letter:
Name:
Date:
Sign:

TI2 TECHNOLOGIES
THINK. INNOVATE. IMPLEMENT

DATE: 03/03/2015

OFFER LETTER

Dear Nikhil,

Subsequent to your successful interview with TI2 Technologies; we are pleased to offer you the position as **"Design Engineer"** in our organization. We take pleasure to inform you that your **CTC** will be **Rs.2.4 lac per annum** .

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **14-08-15,** failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non- Disclosure Agreement).

Very truly yours,

Mrs.Sushma B,
CEO

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TI2 TECHNOLOGIES BANGALORE-73

2, Sathya Shanthi Nilaya, 10th Cross, Bagalagunte, Bangalore - 560073.
www.ti2technologies.com ti2technologies2@gmail.com
9901758006

TI2 TECHNOLOGIES
THINK. INNOVATE. IMPLEMENT

DATE: 03/03/2015

OFFER LETTER

Dear Anurag Kumar,

Subsequent to your successful interview with TI2 Technologies; we are pleased to offer you the position as **"Design Engineer"** in our organization. We take pleasure to inform you that your **CTC** will be **Rs.2.4 lac per annum** .

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **14-08-15,** failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non- Disclosure Agreement).

Very truly yours,

Mrs.Sushma B,
CEO

TI2 TECHNOLOGIES BANGALORE-73

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

2, Sathya Shanthi Nilaya, 10th Cross, Bagalagunte, Bangalore - 560073.
www.ti2technologies.com ti2technologies2@gmail.com
9901758006

TI2 TECHNOLOGIES
TH NK. INNOVATE. IMPLEMENT

DATE: 03/03/2015

OFFER LETTER

Dear Diwakar,

Subsequent to your successful interview with TI2 Technologies; we are pleased to offer you the position as **"Design Engineer"** in our organization. We take pleasure to inform you that your **CTC** will be **Rs.2.4 lac per annum** .

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **14-08-15,** failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non- Disclosure Agreement).

Very truly yours,

Mrs.Sushma B,
CEO

TI2 TECHNOLOGIES BANGALORE-73

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Benga uru - 560 057

2, Sathya Shanthi Nilaya, 10th Cross, Bagalagunte, Bangalore - 560073.
www.ti2technologies.com ti2techno ogies2@gmail.com
9901758006

TI2 TECHNOLOGIES
THINK. INNOVATE. IMPLEMENT

DATE: 03/03/2015

OFFER LETTER

Dear Rakesh,

Subsequent to your successful interview with TI2 Technologies; we are pleased to offer you the position as **"Design Engineer"** in our organization. We take pleasure to inform you that your **CTC** will be **Rs.2.4 lac per annum** .

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **14-08-15,** failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non- Disclosure Agreement).

Very truly yours,

Mrs.Sushma B,

TI2 TECHNOLOGIES CEO BANGALORE-73

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

2, Sathya Shanthi Nilaya, 10th Cross, Bagalagunte, Bangalore - 560073.
www.ti2technologies.com ti2technologies2@gmail.com
9901758006

TI2 TECHNOLOGIES
THINK. INNOVATE. IMPLEMENT

DATE: 03/03/2015

OFFER LETTER

Dear Veeresh K R,

Subsequent to your successful interview with TI2 Technologies; we are pleased to offer you the position as **"Design Engineer"** in our organization. We take pleasure to inform you that your **CTC** will be **Rs.2.4 lac per annum** .

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **14-08-15,** failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non- Disclosure Agreement).

Very truly yours,

Mrs.Sushma B,
CEO

TI2 TECHNOLOGIES BANGALORE-73

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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9901758006