

3:22

4G

Inbox

2 Messages

16/07/21



DYMPEP Philarity
To: sirishak958@gmail.com >

Hi Sirisha,

Thank you for interviewing with Societe Generale.

Part of the next steps, please see the below documents that you are required to submit at the earliest:

- Copy of PAN card
- Filled Conflict of Interest Sheet (Attached)
- Copy of Passport (1st & last page) / Aadhar Card (with address) / Voter ID card (front & back)
- Filled Candidate Information Sheet (Attached)
- Filled Asset Template Sheet (Attached)
- Resume

Regards



Philarity Dympep
Campus Recruiter

SGSC/HUM/TAQ





PENTAGON SPACE

Mastering the Future

CSR Campus Drive -2021

Dear Sneha,

Greetings from Pentagon Space Pvt Ltd, Bangalore

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform you that you have cleared all the interview processes and further you are entitled to be one among the trainee for our CSR Batch. With regards to this program we would like to inform that you are now eligible to get trained on Java Full Stack Course at Pentagon Space. The Date of Batch commencement would be officially sent to our registered mail id. Tentative batch commencement would be April 10th 2021 at 10:00-am IST.

Adding to the benefits, you get

- 1. 1500hrs of Java Full Stack Course worth INR 30,000/- offered for free inclusive of study materials.
- 2. Guaranteed 100 Placement opportunities.
- 3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter dully filled with below mentioned details and do bring this copy on the joining day.

Name: _____

College Name: _____

Branch: _____

USN: _____

Date: _____

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant



Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300 mts from Hosahalli Metro Station)

+91 99010 66669
080 41632964
info@pentagon.space.in
www.pentagon.space.in

CIN NO.: U74999KA2020PTC133021



PENTAGON SPACE

Mastering the Future

CSR Campus Drive - 2021

Dear Suchitra Kumari,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform you that you have cleared all the interview processes and further you are entitled to be one among the trainee for our CSR Batch. With regards to this program we would like to inform that you are now eligible to get trained on Java Full Stack Course at Pentagon Space. The Date of Batch commencement would be officially sent to our registered mail id. Tentative batch commencement would be April 10th 2021 at 10:00 am IST.

Adding to the benefits, you get

- 1.500hrs of Java Full Stack Course worth INR 30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter dully filled with below mentioned details and do bring this copy on the joining day.

Name: _____

College Name: _____

Branch: _____

USN: _____

Date: _____

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant



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+91 99010 66669
080 41632964
info@pentagonspace.in
www.pentagonspace.in

CIN NO.: U74999KA2020PTC133021

3:22

4G

Inbox



Rahul Kedia
Cc: Avnish Kumar >

Thursday

Welcome to JK Tech Family! || Online Documentation Request

Dear Candidate,

Congratulations to be a part of JK Tech!

JK Tech Family welcomes you, and we look forward to a successful journey with you!

In order to have smoother hiring experience, we request you to share the below documents with us to the following email IDs:

TO: welcome@jktech.com

CC: abhishek.chauhan@jktech.com;

Rahul.kedia@jktech.com;

avnish.kumar@jktech.com;

1. Copy of all educational credentials along with mark sheets and degree

a. Certificate and Marksheet of
10th & 12th Standards



July 27, 2021

HRD/3T/21-22/1002136612

Mr. Punith Kumar J
Candidate ID: 1002136612
493, 3Rd Main
Koramangala Teacher'S Colony
Bangalore - 560034
Bangalore
India
Ph: (91) 99453 10961

Dear Punith,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **September 6, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

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. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,



RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

July 27, 2021



HRD/3T/21-22/1002127118

Mr. Sriharsha V

Candidate ID: 1002127118

227

Kalparuksha Nilaya Oppsite To Dassappa Kalyana Mantappa Gavipuram
Bangalore - 560019

Bangalore

India

Ph: (91) 81471 62697

Dear Sriharsha,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer in Job Level 3** with the company. Your DoJ is **September 6, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

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Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

accenture

**Accelerate
the career of
your dreams**



To,

Name : Ajith Balakrishna

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Ajith Balakrishna,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application: Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of Initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive. specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"



BrightCHAMPS
WINDOW TO NEXTGEN SKILLS

6-3-1198, Flat no.103, First floor, East facing
Homes, Kundanbagh, Begumpet, Hyderabad,
Telangana-500016

Service Agreement

This Service Agreement is made and entered into this 9TH MARCH 2021 between

Amulya C Gowda, (hereafter referred as "Service Provider"), of the One Part

AND

BRIGHTCHAMPS TECH PVT LTD, (hereinafter referred to as "Client"), a Private Limited
Company.

Vendor and Client collectively referred as "Parties"

TERMS AND CONDITIONS:

Scope of Work:

The Service Provider shall provide the following services to the Client:

- Conduct live online sessions with students (age group: 6-12) to teach block-based coding.
- Participate in certified training programs to learn how to teach 21st Century Skills using coding.
- Assist curriculum developers and content creators to refine the course

Independent Parties:

Coding Educator and the Company are independent parties and this agreement shall not be construed as creating an employee/employer, agency, partnership or joint venture relationship between the parties, and neither party is authorized to bind the other party, or incur any liability for or on behalf of the other party, in any way. Service Provider and its personnel shall comply at their own expense with all laws which are applicable to the Services performed or delivered, including but not limited to those relating to the identification and procurement of required permits, certificates, licenses, insurance, approvals and inspections in connection with the Services.

Sub-contract:

This Agreement shall be binding upon and inure to the benefit of each party's successors and assigns. Nothing in this Agreement shall be construed to permit the assignment/delegation by Service Provider of any of its obligations hereunder, and such assignment/delegation is expressly prohibited without the prior written consent of the Client.

Non-Solicitation:

Client hereby agrees that during the term of this Agreement and 12 (Twelve) months after the termination thereof, regardless of the reason for the employment termination, Client will not, directly or indirectly, on his own behalf or on behalf of or in conjunction with any person or legal entity, solicit, offer work to, employ or contract with, directly or indirectly, any director, officer, employee, workman, contractor, partner, representative and/or agent of Service Provider.

CONFIDENTIALITY:

CONFIDENTIALITY

Definition: "Confidential Information" means any information disclosed by a party to the other party, directly or indirectly, which,

- (a) if in written, graphic, machine-readable or other tangible form, is marked as "confidential" or "proprietary,"
 - (b) if disclosed orally or by demonstration, is identified at the time of initial disclosure as confidential and is confirmed in writing to the receiving party to be "confidential" or "proprietary" within 30 days of such disclosure,
 - (c) is specifically deemed to be confidential by the terms of this Agreement, or
 - (d) reasonably appears to be confidential or proprietary because of the circumstances of disclosure and the nature of the information itself.
- Confidential Information will also include information disclosed by third parties to a disclosing party under an obligation of confidentiality. Subject to the display of Service Provider Content as contemplated by this Agreement, Service provider Content and Data is deemed Confidential Information of Service provider. Client software and Documentation are deemed Confidential Information of Client.

Confidentiality. During the term of this agreement and for 18 months thereafter (perpetually in the case of software), each party shall treat as confidential all Confidential Information of the other party, shall not use such Confidential Information except to exercise its rights and perform its obligations under this Agreement, and shall not disclose such Confidential Information to any third party. Client may use the service provider for any reference or its name/logo in any promotional material in such a way that it doesn't cause any material harm to the service provider.

Expression "Third Party" does not include the law enforcement agencies or Government investigating agencies or Court of Law. It is made clear that whenever any information is demanded by law enforcement agencies or Government investigating agencies or Court of Law from client, the client is bound to obey the directions, however the client will inform the service provider about any such demand of information so as to enable it to defend itself. Without limiting the foregoing, each party shall use at least the same degree of care, but not less than a reasonable degree of care, it uses to prevent the disclosure of its own confidential information to prevent the disclosure of Confidential Information of the other party. Each party shall promptly notify the other party of any actual or suspected misuse or unauthorized disclosure of the other party's Confidential Information. Neither party shall reverse engineer, disassemble or decompile any prototypes, software or other tangible objects which embody the other party's Confidential Information and which are provided to the party hereunder.

Each party may disclose Confidential Information of the other party on a need-to-know basis to its contractors who are subject to confidentiality agreements requiring them to maintain such information in confidence and use it only to facilitate the performance of their services on behalf of the receiving party. Service Provider shall not use Client's name or any of its content or logos or trade names owned by the Client on the Service Provider's website or any other medium (Print Media, Support Media, Direct Marketing, Social Media, Internet etc) without a prior written consent from the Client.

Exceptions: Confidential Information excludes information that:

(a) is known publicly at the time of the disclosure or becomes known publicly after disclosure through no fault of the receiving party,

(b) is known to the receiving party, without restriction, at the time of disclosure or becomes known to the receiving party, without restriction, from a source other than the disclosing party not bound by confidentiality obligations to the disclosing party, or

(c) is independently developed by the receiving party without use of the Confidential Information as demonstrated by the written records of the receiving party. The receiving party may disclose Confidential Information of the other party to the extent such disclosure is required by law or order of a court or other governmental authority, provided that the receiving party shall use reasonable efforts to promptly notify the other party prior to such disclosure to enable the disclosing party to seek a protective order or otherwise prevent or restrict such disclosure. Each party may disclose the existence of this Agreement and the relationship of the parties, but agrees that the specific terms of this Agreement will be treated as Confidential Information; provided, however, that each party may disclose the terms of this Agreement to those with a need to know and under a duty of confidentiality such as accountants, lawyers, bankers and investors. This clause, by its nature, will survive the expiry or termination of this Agreement.

Proprietary Rights:

The Service Provider undertakes that it shall not claim any right whatsoever to the content and it shall be the sole property of the client at all times and the Client shall have the absolute rights on the same. This clause shall indefinitely survive even after expiration or termination of this Agreement.

Service Provider hereby grants to Client an irrevocable, perpetual, exclusive, worldwide, sub-licensable, royalty-free license in any of the Background Intellectual Property which may be contained in the Deliverables.

Indemnification:

If a third party makes a claim against Client that the Service provider Content infringes any patent, copyright or trademark, or misappropriate any trade secret, then service provider shall defend Client and its directors, officers and employees against the claim at Service provider own expense and Service provider shall pay all losses, damages and expenses (including reasonable attorneys' fees) finally awarded against such parties or agreed to in a written settlement agreement signed by Client, to the extent arising from the claim.

Conditions for Indemnification. A party seeking indemnification under this section shall:

- (a) promptly notify the other party of the claim,
- (b) give the other party sole control of the defense and settlement of the claim, and
- (c) provide, at the other party's expense for out-of-pocket expenses, the assistance, information and authority reasonably requested by the other party in the defence and settlement of the claim.

Validity and Termination:

This Agreement shall be valid for a period of (Twelve Months) from the date of commencement. The Parties may renew the Agreement with mutual consent in writing on the terms and conditions as mutually agreed upon renewal.

- a. Subject to the provisions of this Agreement, either party may terminate this Agreement, at any time by giving not less than 30 (Thirty) days prior written notice of its intention to do so, to the Consultant without assigning any reason.
- b. Company may terminate this Agreement with immediate effect, if any government authority prohibits such agreements/arrangement/terms and conditions as provided herein or if in the opinion of Company, it is just and proper to do so.
- c. Notwithstanding anything herein contained, Company may by giving Thirty (30) days' notice in writing to the Consultant, terminate this Agreement under any one or more of the following circumstances:
 - i. If the Consultant fails to perform the Services under this Agreement or to observe any of its obligations or breaches all or any of the terms of this Agreement., which are capable of being remedied and which are not subject to external factors beyond the control of the Consultant and are not been looked at on account of gross negligence on the part of the Consultant. The first 7 days shall be deemed as a reasonable period of the obligations and service deliverables to be rectified and the balance 8 days shall be considered as the incidence of second default warranting termination of the Agreement. However, notwithstanding anything contained herein termination under this clause shall be in the sole discretion of Company within the frame of as above mentioned.
 - ii. If the Consultant becomes insolvent or goes into liquidation, whether voluntary or compulsory, or is unable to pay its debts as they become due or proposes or makes a general assignment or arrangement or composition with or for the benefit of its creditors or a receiver is appointed to take possession of all or substantially all of its assets or a petition for insolvency is filed against the Consultant and such petition is not dismissed within 90 (Ninety) days after filing;
- d. Notwithstanding anything contained herein, unless disputed by Company, the Consultant will be entitled to all the dues payable to them till the date of termination.

Time commitment:	Minimum 150-180 hours a month, Hours over and above these will also be paid as above
Demo Conversion:	500rs Per Demo Conversion

1. The Service Provider shall raise invoice including taxes as applicable as per the agreed terms and conditions. Client has to make the final payment towards the invoices within 7 business days from the date of receipt of such invoice subject to the approval of the concerned person/department.
2. Payment release shall be subject to TDS as per the applicable Income Tax Act and Rules.
3. Payment will not be made for partially cured content.
4. The Parties may, from time to time, mutually revise the Fee, in writing.
5. Service Provider should arrange their own IT assets (Laptop/Desktop + Internet connection) to conduct classes. This will not be provided by the company.

Representations and Warranty

Service provider represents and warrants that it will provide the Services in a professional manner consistent with general industry standards and that the Services will perform substantially in accordance with the Documentation. For any breach of a warranty, Client exclusive remedy shall be as provided in Section 6, Term and Termination and the Service provider has full right to deduct the payments from his payment schedule in case of non-compliance of the service obligations by the service provider.

Limitation of Liability

CLIENT SHALL NOT BE LIABLE FOR INDIRECT, INCIDENTAL, SPECIAL OR CONSEQUENTIAL DAMAGES, INCLUDING, WITHOUT LIMITATION, DAMAGES FOR LOST BUSINESS, PROFITS, DATA OR USE OF ANY SERVICE, INCURRED BY EITHER PARTY OR ANY THIRD PARTY IN CONNECTION WITH THIS AGREEMENT, REGARDLESS OF THE NATURE OF THE CLAIM (INCLUDING NEGLIGENCE), EVEN IF FORESEEABLE OR THE OTHER PARTY HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES. CLIENT AGGREGATE LIABILITY FOR DAMAGES UNDER THIS AGREEMENT, REGARDLESS OF THE NATURE OF THE CLAIM (INCLUDING NEGLIGENCE), SHALL NOT EXCEED THE FEES PAID BY CLIENT UNDER AGREEMENT DURING THE MONTH PRECEDING THE DATE THE CLAIM AROSE.

e. It is hereby agreed and understood by the Parties that the provisions of this Clause shall not limit or restrict nor shall they preclude either party from pursuing such further and other legal actions against the other party for any breach or non-compliance of the terms of this Agreement.

f. On the expiry or termination of this Agreement, the Consultant shall immediately hand over or cause to be handed over all the Information, assets, documents, information, instruments and/or properties of or relating to, the and all other related materials in possession of the Consultant to an authorized official of the Company.

Upon termination of this Agreement Company shall own proprietary rights including intellectual property right over any product(s)/ deliverable(s)/output(s) developed or created by the Consultant under this Agreement for consideration and the Consultant shall not in any form use the said product(s)/deliverable(s)/output(s) any further.

g. On expiry or termination Consultant shall immediately handover all information belonging to Company including but not limited to software(s), Computer(s), printed/unprinted materials, designs, logo(s) and other stationary containing Company logo to designated official of Company. Notwithstanding anything contained herein, Company shall have uninterrupted right to access the Consultant' premises and computer systems for the period of 90 days or till Consultant hand over all the information to Company's full satisfaction, whichever is higher.

h. Notwithstanding anything contained herein, in case the Agreement is terminated because of serious breach of this Agreement by Consultant, without prejudice to other rights available to it Company shall not be liable to pay anything to the Consultant.

Breach of Contract:

In the event either Party commits any breach of any of the terms of this Agreement and fails to cure the breach within 7 (Seven) days of intimation, then the other Party shall have the right to terminate this Agreement forthwith.

Payment and Invoice:

1. In consideration for providing the Services to the subjective satisfaction of the Client, the Service Provider will be paid at the end of every month as calculated basis trial classes and number of paid classes conducted as per fee schedule provided below.

Payment Details:

The following is the pay structure:

As per the joining date of 9th of March 2021, for each of the trail/demo class and as per the student enrollment with respect to paid classes, the payment infrastructure is as follow:

Demo Class	50rs Per demo class
Paid Student Class	250rs. Per class

DISPUTE RESOLUTION & ARBITRATION

If there is any dispute or difference of opinion between the Parties in respect of any matter arising hereunder or any rights or obligations hereunder (a "Dispute"), then either Party may promptly notify the other Party of the nature of such Dispute. Both Parties' designated representatives shall cooperate in good faith and make a reasonable effort to promptly resolve such Dispute within a period of fifteen (15) days from the date of receipt of notice of the Dispute by the other Party. During such dispute,

the Parties shall continue to meet their respective obligations hereunder without prejudice to their respective rights with respect to such disputed items. If such Dispute is not resolved after such meetings, then either Party may pursue any and all remedies available under this Agreement.

Disputes, if any, under this Agreement shall be referred to sole Arbitrator to be appointed under the aegis of Bangalore International Arbitration Centre, who shall conduct its proceeding as Arbitration and Conciliation Act, 1996 or any re-enactment or modification thereto. Each Party shall bear its own cost of preparing and presenting its case. The award of the Arbitrator shall be a reasoned award and shall be final and binding on the Parties. The Arbitration shall be conducted, and the award shall be rendered in English language.

a. Subject to Clause hereinabove, jurisdiction over all matters arising in connection with this Agreement shall vest in the courts at Bangalore and shall be subject to Laws of India.

b. The obligation under this clause shall survive the termination of this Agreement.

Force Majeure:

Each party will be excused from performance for any period during which, and to the extent that, such party or any subcontractor is prevented from performing any obligation or Service, in whole or in part, as a result of causes beyond its reasonable control, and without its fault or negligence, including without limitation, acts of God, strikes, lockouts, riots, acts of terrorism or war, epidemics, communication line failures, and power failures.

Waiver:

No waiver shall be effective unless it is in writing and signed by the waiving party. The waiver by either party of any breach of this SaaS Agreement shall not constitute a waiver of any other or subsequent breach.

Severability:

If any term of this SaaS Agreement is held to be invalid or unenforceable, that term shall be reformed to achieve as nearly as possible the same effect as the original term, and the remainder of this SaaS Agreement shall remain in full force.

Governing Laws and Jurisdiction:

This Agreement shall be subject to the exclusive jurisdiction of courts in Bangalore.
This Agreement shall be governed by the Indian laws.

In witnesses whereof the parties have signed this service agreement, on the above-mentioned date, month and year.

In the event of failure to comply with any of the above requisition(s), Client/service provider has the authority to take legal action against the client/Service Provider to protect our rights at your own risks, costs and consequences there

For: BRIGHT CHAMPS TECH PVT. LTD

FOR: Amulya C Gowda

Signed: _____ Signed: _____

Name: Ravi Bhushan
Title: Director

Name:
Title: Coding Educator

To: Anjana S

From: snehaganga@brightchamps.com

Subject Line: Coding Educator

Dear Anjana S,

After careful consideration, I'm pleased to announce that we've decided to offer you the position of Coding Educator. This email will serve as your formal offer. Your position title will be Coding educator to the kids of age 6-15, and in this capacity, you will report to your Team Lead assigned, as a member of the Brightchamps. The start date for the position is on April 17th 2021.

The salary for this position will be Demo Class Rate=Rs.50 for an hour and Paid class Rate=250 for an hour. Payments will be distributed Monthly. The agreement between you and Brightchamps is considered to begin as of the date mentioned, the following conditions is to severely considered as we do not accept immediate resignation. The following conditions need to be satisfied: -

1. 48hr of notice should be given for candidates without any paid students.
2. For candidates with 7 or less than 7 paid students, they need to ensure to serve a 3 week notice period.
3. For candidates with greater than 7 paid students, 6 week of notice period has to be served.

Please review the company website for more information about the Quality teaching mission, our family, and our vision. If you have any questions about this offer or would like more information, please contact me at any time using the phone number and email address below.

To accept this offer, please download, sign, and return the enclosed acceptance form immediately.

Sincerely,

Snehaganga

HR Manager, Academy

7795284227

Name: Anjana S

Signature:

Name: Anjana S

Signature:

To: Anjana S

From: snehaganga@brightchamps.com

Subject Line: Coding Educator

Dear Anjana S,

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2. For candidates with 7 or less than 7 paid students, they need to ensure to serve a 3 week notice period.
3. For candidates with greater than 7 paid students, 6 week of notice period has to be served.

Please review the company website for more information about the Quality teaching mission, our family, and our vision. If you have any questions about this offer or would like more information, please contact me at any time using the phone number and email address below.

To accept this offer, please download, sign, and return the enclosed acceptance form immediately.

Sincerely,

Snehaganga

HR Manager, Academy

7795284227

Date: 21/05/2021

BRIGHTCHAMPS EDTECH PTE. LTD.

60 Paya Lebar Road

#05-16

Paya Lebar Square

Singapore (409051) ("Employer")

Dear Sirs,

BRIGHTCHAMPS EDTECH PTE. LTD. (THE "EMPLOYER") - SENSITIVE PERSONAL DATA CONSENT LETTER ("LETTER")

1. I, the undersigned, have been in employment of the Employer in the role of Coding Instructor since 06/04/2021.
2. I, the undersigned, hereby agree that the Employer may from time to time collect, store, process, use or disclose personal data (including sensitive personal data) relating to me insofar as may be necessary or desirable in connection with my employment with the Employer including sharing information with its holding/subsidiary/associate companies or its customers and service providers in India or outside India, or during investment transactions or internal restructuring or as considered necessary by the Employer.
3. For the purpose of this Letter, "personal data" and "sensitive personal data" shall have the meanings ascribed to them under Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules 2011.
4. I, the undersigned, hereby consent to such storage, use and retention and agree to regularly update the personal data made available to the Employer and confirm the accuracy and correctness of the personal data furnished by me.
5. I, the undersigned, agree to allow the Employer to collect, store and process by itself or through third party engaged by it in India or outside India, including but not limited to payroll managers, to the extent applicable for discharging its duties towards its employees.
6. This Letter shall be governed by and construed in accordance with the laws of India and the courts of Bangalore, India shall have exclusive jurisdiction over all matters arising pursuant to this letter.

Yours faithfully,

Employee Name: R Akhila

To: Anjana S

From: snehaganga@brightchamps.com

Subject Line: Coding Educator

Dear Anjana S,

After careful consideration, I'm pleased to announce that we've decided to offer you the position of Coding Educator. This email will serve as your formal offer. Your position title will be Coding educator to the kids of age 6-15, and In this capacity, you will report to your Team Lead assigned, as a member of the Brightchamps. The start date for the position is on April 17th 2021.

The salary for this position will be Demo Class Rate=Rs.50 for an hour and Paid class Rate=250 for an hour. Payments will be distributed Monthly. The agreement between you and Brightchamps is considered to begin as of the date mentioned, the following conditions is to severely considered as we do not accept immediate resignation. The following conditions need to be satisfied: -

1. 48hr of notice should be given for candidates without any paid students.
2. For candidates with 7 or less than 7 paid students, they need to ensure to serve a 3 week notice period.
3. For candidates with greater than 7 paid students, 6 week of notice period has to be served.

Please review the company website for more information about the Quality teaching mission, our family, and our vision. If you have any questions about this offer or would like more information, please contact me at any time using the phone number and email address below.

To accept this offer, please download, sign, and return the enclosed acceptance form immediately.

Sincerely,

Snehaganga

HR Manager, Academy

7795284227



Name: Anjana S

Signature:



**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:27-Jul-2021

Rakshitha W M
C9816395

No 365 3rd Stage 2nd Block Basaveshwaranagar
9538694863

Dear Rakshitha W M,

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

Job Profile - Application Development Associate

Management Level - 12

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

Version 2.1 (Feb 2021)

1

candidate's Signature

Reference Id: d4922ca8-3c4f-4ae2-ae0b-96b640912a8b_1
Signed By: Mahesh Vasudeo Zurale

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 60% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the signed copy of this offer letter and Terms of Employment.

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

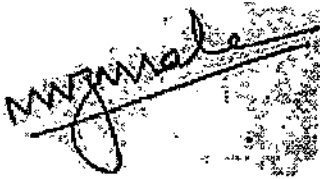
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to:

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

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

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law [#]	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

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

Note: For International Worker Only*

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

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

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

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

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

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

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

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

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

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

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

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

May 17, 2021

Ms Swetha M

shwetha.manju27@gmail.com

Candidate Id:CN20210611

Dear **Swetha M**

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor** at FACE Prep (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

Annexure I: Annual Compensation Structure			
Name	Ms. Swetha M	Position & Department	Placement Expert
#	Components of Total Fixed Pay		Per Annum (In INR)
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	Total Fixed Pay per annum		2,70,012/-
4	Annual Performance Linked Pay (Maximum)		35,988/-
	Total Cost to Company		3,06,000/-

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

Acceptance of TCS Offer Letter

10/23

TCS Recruitment - Entry Level - www.tcs.com

Dear PRANAV BHARADWAJ,

Thank you for accepting our offer of employment.

We look forward to having you on board Team TCS.

If you have any queries, please contact: [1800-209-3111](tel:1800-209-3111) (toll free) / hrsupport@tcs.com

Warm Regards,

Talent Acquisition Group
TCS - Global HR Services

CHEGG - Candidature Update



Inbox



Neha Saksena 11/11/2020

to v



Dear Candidate,

Congratulations on being selected as a Managed Network Expert!

We are pleased to inform you that you have successfully completed all the recruitment steps and are selected for the position of Managed Network Expert. We will be on boarding all new experts in Feb-21.

We will be activating your answering account on 6th-Feb-21 .

You will receive a detailed activation mail along with the things to do once your answering rights are granted upon successful verification in Feb -21.

Note: Granting answering rights is always subject to successful verification.

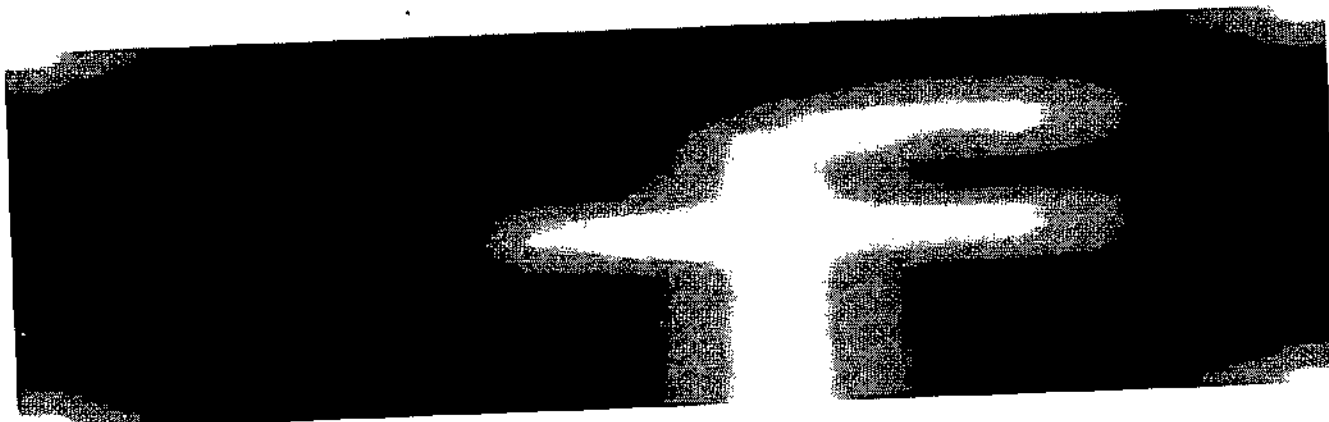
Thanks & Regards,

Expert Hiring Team
Chegg India Pvt. Ltd.

Welcome to **Impetus** | Congratulations! **Inbox**



Vanshika Mahajan 10 Aug
to me, Sanjay ✓



Dear Bhanuprasad,

Congratulations!

We are delighted to offer you the position of Associate Software Engineer at **Impetus Technologies India Pvt. Ltd.** for an annual package of **Rs. 4,00,000 (Rupees Four Lac only)** including **Rs. 36,000 (Rupees Thirty-Six Thousand, Only)** VPLP payable to you as per the company policy (also mentioned on the offer letter).

Your CTC will be **INR 5,00,000 (five lacs only)** which shall be applicable from 07th month, that is after successful completion of probation and training. During the probation and training you shall receive **INR 4,00,000 (four lacs only)** as per the structure defined in this offer letter.

Your date of joining is **Aug 16th, 2021** and the joining location will be **Bangalore (Virtual over MS-Teams)**.

You would need to arrange for the following documents:

- Original copy of all your mark sheets and degree certificates starting from 10th standard to the highest education attained
- Address proof and identity proof (Passport/Aadhar Card/Voter ID/Driving License/PAN Card)

accenture

**Accelerate
the career of
your dreams**



To,

Name : Sahil Bhat

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sahil Bhat,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive. specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"



BrightCHAMPS

WINDOW TO NEXTGEN SKILLS

6-3-1198, Flat no.103, First floor, East facing
Homes, Kundanbagh, Begumpet, Hyderabad,
Telangana-500016

Service Agreement

This Service Agreement is made and entered into this 2ND JUNE 2021 between

Madhura A, (hereafter referred as "Service Provider"), of the One Part

AND

BRIGHTCHAMPS TECH PVT LTD, (hereinafter referred to as "Client"), a Private Limited
Company.

Vendor and Client collectively referred as "Parties"

TERMS AND CONDITIONS:

Scope of Work:

The Service Provider shall provide the following services to the Client:

- Conduct live online sessions with students (age group: 6-12) to teach block-based coding.
- Participate in certified training programs to learn how to teach 21st Century Skills using coding.
- Assist curriculum developers and content creators to refine the course

Independent Parties:

Coding Educator and the Company are independent parties and this agreement shall not be construed as creating an employee/employer, agency, partnership or joint venture relationship between the parties, and neither party is authorized to bind the other party, or incur any liability for or on behalf of the other party, in any way. Service Provider and its personnel shall comply at their own expense with all laws which are applicable to the Services performed or delivered, including but not limited to those relating to the identification and procurement of required permits, certificates, licenses, insurance, approvals and inspections in connection with the Services.

Sub-contract:

This Agreement shall be binding upon and inure to the benefit of each party's successors and assigns. Nothing in this Agreement shall be construed to permit the assignment/delegation by Service Provider of any of its obligations hereunder, and such assignment/delegation is expressly prohibited without the prior written consent of the Client.

Governing Laws and Jurisdiction:

This Agreement shall be subject to the exclusive jurisdiction of courts in Bangalore.
This Agreement shall be governed by the Indian laws.

In witnesses whereof the parties have signed this service agreement, on the above-mentioned date, month and year.

In the event of failure to comply with any of the above requisition(s), Client/service provider has the authority to take legal action against the client/Service Provider to protect our rights at your own risks, costs and consequences there

For: BRIGHT CHAMPS TECH PVT. LTD

FOR: Madhura A

Signed: _____ Signed: _____

Name: Ravi Bhushan
Title: Director

Name:
Title: Coding Educator



OFFER LETTER

Dated: 22-01-2021

Dear, Dhanush.N.Gowda

We are happy to inform you that you have been short listed in our screening test.

Training in our Incubation centre starts on

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Core Java /Manual Testing, SQL, & General Aptitude.
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Dhanush
Thank & Regards
Qspiders Campus Connect Team.
Mb: 9513684738

USN NO. 1AH16GS013

Mural
Principal

A.C.S. College of Engineering
Kombipura, Mysore Road, Kengeri Hobli,
Bangalore - 560 074



9513311976

info@campus.qspiders.com

Corporate Office #50, 2nd Floor,
Bangalore SILE Center

New Village Road, Bangalore, Karnataka 560004



PENTAGON SPACE
Mastering the Future

CSR Campus Drive -2021

Dear Shruthi C

Greetings from Pentagon Space Pvt.Ltd, Bangalore!

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform you that you have cleared all the interview processes and further you are entitled to be one among the trainee for our CSR Batch. With regards to this program we would like to inform that you are now eligible to get trained on Java Full Stack Course at Pentagon Space. The Date of Batch commencement would be officially sent to our registered mail id. Tentative batch commencement would be April 10th 2021 at 10:00 am IST.

Adding to the benefits, you get

- 1. 500hrs of Java Full Stack Course worth INR 30,000/- offered for free inclusive of study materials.
- 2. Guaranteed 100 Placement opportunities.
- 3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter dully filled with below mentioned details and do bring this copy on the joining day.

Name: _____

College Name: _____

Branch: _____

USN: _____

Date: _____

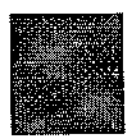
Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant



Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300 mts from Haschalli Metro Station)

+91 99010 66669
080 41632964
info@pentagon.space.in
www.pentagon.space.in

CIN NO.: U74999KA2020PTC133021

8217496851



Qspiders Campus

Qspiders Campus Connect

A Unit of Test Yantra Software Solutions India Pvt Ltd

OFFER LETTER

Dated: 22-01-2021

Dear, *Pragwal V*

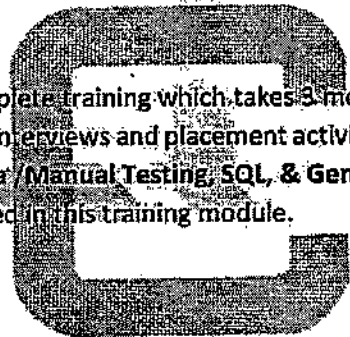
We are happy to inform you that you have been short listed in our screening test:

Training in our incubation centre starts on

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Core Java / Manual Testing, SQL, & General Aptitude.
- No other programs are included in this training module.



RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Devika

Thank & Regards
Qspiders Campus Connect Team.

Mb: 9513684738



USN-NO ... *AH 17 CS 044*

Murali
Principal

A.C.S. College of Engineering
Kambipura, Mysore Road, Kengeri Hobli.
Bangalore - 560 074

9513311926

Info@campus.qspiders.com

Corporate Office: # 50, 2nd Floor,
Brigade MLR Center,
Vani Vilas Road, Bengaluru, Karnataka 560004

IMPETUS

IIIPL/HEG/OFFER/5067

Date: August 9, 2021

To,

Rakshitha N
No.56,2nd main 9th B cross Agrahara Dasarahalli Bangalore
Karnataka 560079

Dear Rakshitha,

Pursuant to our discussions, Impetus Technologies India Pvt Ltd is pleased to make you an offer of employment as Associate Software Engineer in the grade G4 starting on or before August 16, 2021 .

Your remuneration(Cost to Company - CTC) will be INR 400,000.00 per annum. The components constituting the CTC have been mentioned in Annexure I.

All terms and conditions of your employment will be in accordance with this letter read along with (i) Annexure B to this letter, (ii) the Appointment Letter (to be issued to you upon the date of joining), (iii) the Employment Agreement and (iv) the Employee Non-Disclosure Agreement. Formats / copies of the above-mentioned documents are available with us and you are required to read and understand the same prior to your acceptance of our offer for employment. In addition, you shall also be required to abide by all the policies and procedures of the Company including those provided on the Company's Intranet.

Please note that this offer is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. Our offer is also contingent upon your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer of employment. The Company reserves the right to withdraw this offer of employment without any obligation whatsoever, in the event that it presume or suspect or determines or believes that any commercial or contractual or other obligation may limit your ability to engage in business activities of the Company.

The Company reserves the right to withdraw this offer of employment without any obligation whatsoever, in the event that it presume or suspect or determines or believes that any commercial or contractual or other obligation may limit ability of company to engage the candidate in business activities of the Company.

Impetus Technologies India Pvt Ltd
1st Floor, Tower 14 B, Primal Projects Pvt Ltd SEZ, Pritech Park, Outer Ring Road, Bellandur, Bengaluru-560103 India.
Phone: +91.80.49316000, Fax: +91.80.49316111, Regd. Office : Sarda House, 24-B, Palasia, A.B. Road, Indore-452001 (M.P.) India.
Phone: +91.731.4269300, Fax: +91.731.4071256

IMPETUS

Please note the following information in relation to the benefits being offered to you:

Your annual variable pay linked to performance of INR 36,000.00 which forms part of your CTC, shall be payable to you for the prorated applicable period as follows:

1. if you join between 1st March to 31st August, the first payout would be in the Dec pay cycle that follows and thereafter in June pay cycle next year.
2. if you join between 1st September to 29th February, the payout would be in the June pay cycle that follows, and thereafter as per company policy for the subsequent year.

The VPLP shall be payable to you **subjected to you being confirmed and being on the rolls of the company as an active employees (not in resigned state) at the time of payout i.e. as on 31st December 2021 (if applicable) and on 30th June 2022. "In case you are not confirmed at the time of payout, the prorated payout for that period, will be paid in the month you get confirmed."**

Your employment with the Company shall be subject to a probationary period of 6 months which period shall commence from the date of your joining the Company. The Company may choose to extend such probationary period to the extent it deems fit.

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your attorneys and accountants, for seeking their advice) without our prior written consent.

Should you accept our offer, please share the scanned copy of documents mentioned below before your Day of Joining and on the Day of Joining, please meet our HEG Personnel at 10:30 AM along with the following documents:

1. Signed copy of the accepted offer Letter
2. Copy of Aadhar Card
3. Copy of PAN card (kindly apply for the same in case you don't have one)
4. Copy of passport (kindly apply for the same in case you don't have one)
5. Copy of 10th, 12th, Graduation and Post graduation mark sheets and degree
6. Relieving Certificate along with a copy of accepted resignation letter
7. 1 passport size photograph
8. Experience letter from previous organization
9. Relieving letter from previous organization
10. Latest salary slip from previous organization
11. Copy of UAN card.

Impetus Technologies India Pvt Ltd
1st Floor, Tower 14 B, Primal Projects Pvt Ltd SEZ, Pritech Park, Outer Ring Road, Bellandur, Bengaluru-560103 India.
Phone: +91.80.49316000, Fax: +91.80.49316111, Regd. Office : Sarda House, 24-B, Palasia, A.B. Road, Indore-452001 (M.P.) India.
Phone: +91.731.4269300, Fax: +91.731.4071256

IMPETUS

You will be required to carry original copy of all your mark sheets starting from 10th onwards till your last degree and your experience certificate for verification purpose.

Sincerely,

**Abhishek
Kumar
Singh** Digitally signed
by Abhishek
Kumar Singh
Date: 2021.08.10
09:59:33 +05'30'

Authorized Signatory

Encl.

Annexure A: Salary Break Up

Annexure B: Terms and Conditions of Employment

I hereby unconditionally accept all the terms and conditions of this offer for employment with **Impetus Technologies India Pvt Ltd** I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name:

Date:

Impetus Technologies India Pvt Ltd
1st Floor, Tower 14 B, Primal Projects Pvt Ltd SEZ, Pritach Park, Outer Ring Road, Bellandur, Bengaluru-560103 India.
Phone: +91.80.49318000, Fax: +91.80.49316111, Regd. Office : Sarda House, 24-B, Palasia, A.B. Road, Indore-452001 (M.P.) India.
Phone: +91.731.4269300, Fax: +91.731.4071258



PENTAGON SPACE

Mastering The Future

CSR Campus Drive - 2021

Dear Sneha

Greetings from Pentagon Space Pvt Ltd, Bangalore

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform you that you have cleared all the interview processes and further you are entitled to be one among the trainee for our CSR Batch. With regards to this program, we would like to inform that you are now eligible to get trained on "Java Full Stack Course" at Pentagon Space. The Date of Batch commencement would be officially sent to our registered mail id. Tentative batch commencement would be April 10th 2021 at 10:00 am IST.

Adding to the benefits, you get

- 1. 500hrs of Java Full Stack Course worth INR 30,000/- offered for free inclusive of study materials.
- 2. Guaranteed 100 Placement opportunities.
- 3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter dully filled with below mentioned details and do bring this copy on the joining day.

Name: _____

College Name: _____

Branch: _____

USN: _____

Date: _____

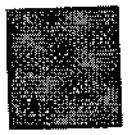
Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant



Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300 mts from Hosahalli Metro Station)

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080 41632964
info@pentagon.space.in
www.pentagon.space.in

CIN NO.: U74999KA2020PTC133021



PENTAGON SPACE

Mastering the Future

CSR Campus Drive - 2021

Dear Suchitra Kumari,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform you that you have cleared all the interview processes and further you are entitled to be one among the trainee for our CSR Batch. With regards to this program we would like to inform that you are now eligible to get trained on "Java Full Stack Course" at Pentagon Space. The Date of Batch commencement would be officially sent to our registered mail id. Tentative batch commencement would be April 10th 2021 at 10:00'am IST.

Adding to the benefits, you get

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2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter dully filled with below mentioned details and do bring this copy on the joining day.

Name: _____

College Name: _____

Branch: _____

USN: _____

Date: _____

Student Signature

Best wishes,



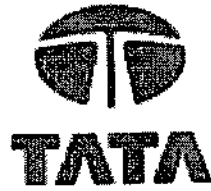
Madhusudhan H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,
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Vijayanagar, Bangalore - 560040.
(300 mts from Hosahalli Metro Station)

+91 99010 66669
080 41632964
info@pentagon.space.in
www.pentagon.space.in

CIN NO.: U74999KA2020PTC133021



Offer: Computer Consultancy
Ref: TCSL/DT20207235049/Bangalore
Date: 09/01/2021

Ms. Shivani S Raykar
#102, 5th Cross, 12th Main, Shrinivasanagara,
Bankcolony,
Bangalore-560050,
Karnataka.
Tel# -

Dear Shivani S Raykar,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential
TCSL/DT20207235049

1

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 31 11 Email: careers@tcs.com



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

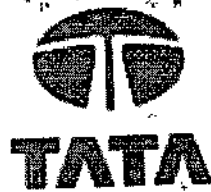
You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month.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

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TCSL/DT20207235049

TATA CONSULTANCY SERVICES

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



1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

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

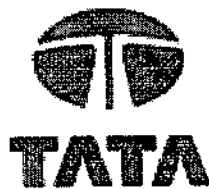
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed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

Loans

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

Professional Memberships

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



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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

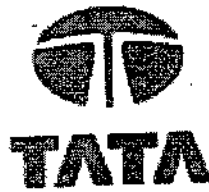
HIS offers the following benefits:

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TCSL/DT20207235049

3

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3711 Email: careers@tcs.com



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

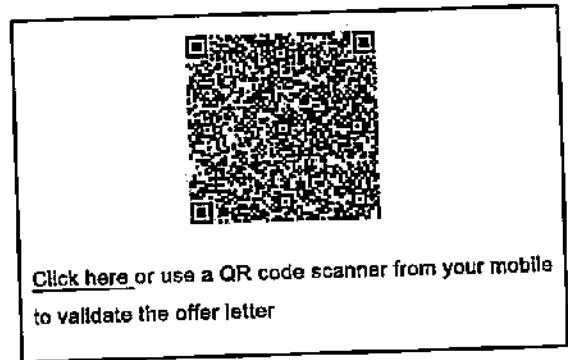
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

● For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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

TCS Confidential
TCSL/DT20207235049

12

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 31 11 Email: careers@tcs.com

17 August 2021

OL No:

NT949

Dear Kusumanjali K P,

We congratulate you for being selected for a **3 Months Training** with Verzeo Edutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training :

Title: Business Development Trainee
Training Date: 21 August 2021 to 30 August 2021
OJT Start Date: 31 August 2021
OJT End Date: 30 November 2021

Location of Training: Bangalore
Stipend: INR 15000 Per Month + INR 10000 as incentives (Subject to statutory deductions)
Target: 220000 INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail**. The offer shall stand automatically withdrawn without further action on the part of **VERZEO EDUTECH** if we do not receive your acceptance as per the mentioned timeline.

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **21 August 2021**.

SIGNATURE: _____ DATE: _____
(Candidate's Signature)

support@verzeo.in

+91 8360682123

#675, 3rd Floor, 9th Main Rd, Opp HDFC Bank, Sector 7,
HSR Layout, Bengaluru, Karnataka 560102.

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).

Job Type: Full Time Training

Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons , you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)



support@verzeo.in

+91 8360682123

#675, 3rd Floor, 9th Main Rd, Opp HDFC Bank, Sector 7,

HSR Layout, Bengaluru, Karnataka 560102.



ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination (Original MS for Verification)• 12th standard or equivalent examination (Original MS for Verification)• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.

support@verzeo.in

+91 8360682123

#675, 3rd Floor, 9th Main Rd, Opp HDFC Bank, Sector 7,
HSR Layout, Bengaluru, Karnataka 560102.

INSTRUCTOR ENGAGEMENT AGREEMENT

THIS INSTRUCTOR AGREEMENT ("Agreement") is entered into on 26/09/2020, between: WhiteHat Education Technology Private Limited, having its registered Office Address: 2A/101, WeWork, Rubeja Platinum, Sag Baug Road, off Andheri-Kurla Road Marol, Marol, Andheri (East), Mumbai- 400059, Maharashtra, India. ("WhiteHat"); which expression shall unless it be repugnant to the context or meaning thereof be deemed to mean and include its successors-in-interest and assigns), of the one part;

AND

Anjali J. Murthy ("Instructor") with PAN FYOPMT473Q
having their address at

Flat No. 201, Prestige Bouganville, BSK 3rd stage,
Bangalore - 56 which expression shall unless it be repugnant to the context or meaning thereof be deemed to mean and include their successors-in-interest and assigns) of the other part

WhiteHat and the Instructor may individually be referred to as "Party" and collectively as "Parties".

WHEREAS it is the policy of WhiteHat to appoint highly qualified Instructors who support WhiteHat's initiative and programs in pursuit of quality computer science education to children;

WHEREAS the Instructor is desirous of joining WhiteHat as an Instructor and shall be engaged with WhiteHat to teach the students of WhiteHat;

WHEREAS, the Parties mutually desire to enter into this Agreement to define and set forth the terms and conditions of the engagement of the Instructor by WhiteHat.

1. Engagement of Services

WhiteHat hereby engages the Instructor and the Instructor hereby agrees to serve in such capacity, while he/she is engaged by WhiteHat. The Instructor shall be responsible to provide formal online training in computer science to children ("Services").

The Instructor hereby agrees that for the duration of this Agreement, he/she shall devote minimum of 120 hours per month between 9 AM and 9 PM IST or 9:30 PM to 8:30 AM IST everyday

Instructor understands that they shall only be entitled to the compensation, benefits, and profits as set forth in this Agreement.

2. Compensation.

As full compensation for all services provided, the Instructor shall be paid as specified in Schedule A, which is hereby made a part of this Agreement "Compensation".

3. Obligations of the Instructor:

- a. Instructor may perform the services required by this Agreement at such place or location and at such times as they may determine and shall ensure adequate internet connectivity as prescribed by WhiteHat in order to maintain the quality of the lessons.
- b. The Instructor must be adequately prepared for the classes in advance, preparing a detailed lesson plan for every class that they conduct.
- c. At all times during the term of this contract, the Instructors must maintain a clean and neat appearance and shall maintain high professional and ethical standards including, without limitation, refraining from making any statement or commit any act which may cause offence on the grounds of race, sex, age or disability.
- d. The Instructor shall conduct the lesson only in accordance with WhiteHat's curriculum design and implementation
- e. The Instructor agrees to work as specified by WhiteHat and to perform other duties assigned by the administrator; and to work cooperatively with the staff, students and administration of WhiteHat.
- f. If the Instructor cannot conduct a lesson during the committed as per committed time due to exigency then he/she has to inform in writing WhiteHat 3 weeks in advance. However, the Instructor is allowed 6 exemptions in a month for the same post which the penalty is applicable as per schedule A.
- g. The Instructor agrees to maintain the levels of competency in subject matter, teaching methods, classroom management, and student supervision required by WhiteHat whether on their own initiative or at the direction of WhiteHat.
- h. Instructor's duties and job assignment may be revised during the Term to meet WhiteHat's needs.
- i. Instructor agrees to refrain from any interest, of any kind whatsoever, in any business competitive to WhiteHat's business.
- j. The Instructor further acknowledges they will not engage in any form of activity that produces a "conflict of interest" with those of WhiteHat.

- k. The Instructor accepts and acknowledges that the lessons may be recorded and gives WhiteHat permission for the same and waive his/her right to claim any compensation for the same.
 - l. The Instructor acknowledges that they have a responsibility towards the well-being of the students assigned to them and shall always maintain the decorum of an instructor student relationship. The instructor undertakes to always conduct the lessons in obedience of the applicable law. Any kind of offensive behaviour with the student or parent shall result in immediate unilateral termination of this Agreement.
 - m. In the event of breach of its obligations, WhiteHat may at its discretion penalize the instructor by providing the reason for the same and take such actions required under the applicable law against the instructor.
 - n. instructor undertakes that all the information he/she provides to the Company on accessing and/or using the Services of Company is and shall remain true, accurate and complete at all times.
4. Restrictions and legal compliance
- a. The Instructor agrees that he/she will not make any direct contact with students other than for the purpose of providing a scheduled lesson.
 - b. The Instructor is not authorized nor approved to act or communicate on behalf of WhiteHat and he/she shall not enter into any contract of any kind on behalf of WhiteHat. The instructor may not present himself/herself as having any position of authority within WhiteHat and may only describe himself/herself as a "tutor/instructor/ instructor".
 - c. Relationship Between the Parties: Instructor's relationship with WhiteHat will be that of an independent contractor, and nothing in this Agreement is intended to, or should be construed to, create a partnership, agency, joint venture, or employment relationship. Instructor will not be entitled, under this Agreement, to any of the benefits that WhiteHat may make available to its employees, including but not limited to group health insurance, life insurance, profit-sharing, retirement benefits, paid vacation, holidays or sick leave, or workers' compensation insurance. Instructor agrees to provide all tools and instrumentalities, if any, required to perform the services under this Agreement, at its own cost.
5. Ownership of Property & Confidentiality: Instructor acknowledges and agrees that all documents, materials, articles, equipment, and other items produced and/or provided to and by instructor, including but not limited to the curriculum, equipment, memoranda, research notes, correspondence, reports and intellectual properties which are owned by Whitehat in the course of its work ("Coursework") for WhiteHat, shall be the property of WhiteHat, and instructor shall retain no ownership, interest, or rights therein. Any and all information gathered by the instructor during the term of this Agreement, including but not limited to the Coursework shall be treated as confidential by the instructor and the instructor undertakes to

not to disclose the same without prior written consent from WhiteHat to any third party in whole or in part, for any commercial purpose or otherwise.

6. Intellectual Property:

- a. All intellectual property, including but not limited to, patentable inventions, copyrightable works, mask works, trademarks, service marks and trade secrets invented, developed, created or discovered by Instructor in performance of this Agreement shall be the property of WhiteHat.

7. Term and Termination: The term of this Agreement shall commence on the Effective Date and shall continue until the Instructor is engaged by WhiteHat ("Term"). This Agreement may be terminated: i) by either party upon twenty one (21) days prior written notice if the other party breaches or is in default of any obligation under this Agreement or engages in any unlawful business practice related to that Party's performance under the Agreement and such default has not been cured within such twenty one (21) day period; ii) by WhiteHat by providing ten (10) days written notice to the Instructor without assigning any reason at any time during the term of the Agreement; iii) by WhiteHat immediately if there is No Show, at third instance by Instructor i.e. failing to obligation termination is applicable, Upon termination by either party, Instructor shall provide to WhiteHat any and all copies, in whole or in part, of the materials (as they then exist) and any materials that WhiteHat provided to the Instructor in connection with this Agreement; iii) WhiteHat reserves the right to terminate the Instructor without prior notice in the case of any fraud, negligence, wilful misconduct or performance of any illegal activity by the Instructor. The clauses of this Agreement, which by their nature should survive termination, shall survive such termination.

8. Indemnity: The Instructor hereby agrees to indemnify WhiteHat and its agents and hold them harmless and keep them at all times fully indemnified from and against all actions, proceedings, claims, liabilities (including but not limited to statutory liability), arising from any infringement or violation of any third party rights, including or breach of the Instructor's obligations, duties, warranties and/or undertakings set forth in this Agreement or damage to property accruing or resulting to any third party furnishing or supplying work, services, materials, or supplies in connection with the performance of this Agreement, and from any and all claims and losses accruing or resulting to any person, firm, or corporation that may be injured or damaged by instructor in the performance of this Agreement.

This representation and warranty shall survive the termination or expiration of this Agreement.

9. Entire Agreement: This Agreement and the Schedules hereto supersede any and all other agreements, either oral in writing, between Instructor and WhiteHat and contains the entire agreement between the Instructor and WhiteHat with respect to the subject matter hereof. This Agreement may be executed in any number of counterparts and by the Parties to it on separate counterparts, each of which shall be an original but all of which together shall constitute one and the same instrument. The delivery of signed counterparts by electronic mail in "portable document format" (".pdf") shall be as effective as signing and delivering the counterpart in person.



10. **Dispute Resolution & Governing Law:** This Agreement shall be governed in all respects by the laws of India. Any and all disputes arising out of this Agreement shall be resolved mutually amicably, failing which Instructor and WhiteHat unconditionally and irrevocably consent to the exclusive jurisdiction of the courts of Mumbai.

IN WITNESS, WHEREOF the Parties have put their respective hands on the day and year first hereinabove written.

Signed and delivered by
For Whitehat Education Technology Private
Limited

For Instructor

Name: Karan Bajaj
Designation: Director

Name: ANJALI. J. MURTHY

Date:

Date: 26/9/20.

Schedule A - Compensation

Compensation would be calculated on a monthly basis as per the following:

Breakup	Pricing	Specifics
<u>Base Pay</u>		Day shift classes (Class start time: 9 AM – 9 PM) Rs. 325/- (Rupees Three Hundred and Twenty-Five) per Regular** class Rs. 50/- (Rupees Fifty only) per Trial* class Night shift classes (Class start time: 9.30 PM – 8.30 AM) Rs. 425/- (Rupees Four Hundred and Twenty-Five) per Regular** class Rs. 100/- (Rupees Hundred only) per Trial* class
<u>Minimum Pay</u>		Minimum payment against the actual earned amount of trial classes, paid classes and other incentives is as follows: - <ul style="list-style-type: none"> • 1st Month*** – Rs. 10,000 • 2nd Month – Rs. 20,000 • 3rd Month onwards – Rs. 25,000 (Maximum of either Minimum pay OR actual amount earned will be paid) Minimum payment is subject to providing minimum 120 slots in total and minimum 60 slots in each shift they work in the month.

Incentives:

In addition to the above compensation, there will be ad-hoc Incentives and other Minimum Guaranteed payment schemes running with regards to slots made available. Also, incentives on converting trial students to paid students or projects feedback or student feedbacks or referrals are provided. For all such incentives, the Instructor will be notified in advance by Whitehat.

Penalty:

- Instructor can cancel an unbook slot any time and booked slot with prior notice of 21 days without any penalty.
- Any scheduled class that is cancelled by the Instructor without 21 days prior notice is considered a "No Show". The Instructor is allowed only 6 No Show's in the month post which penalty is applicable as follows

Shift	Class Time	Trial Class penalty	Paid class penalty
Day shift	9 AM - 9 PM	Rs 100	Rs 550
Night shift	9.30 PM- 8.30 AM	Rs 200	Rs 800



- Instructors can be exempted from the penalty in case of medical emergency or any other genuine reasons provided proof is submitted for the same.
- At the 3rd instance of No Show even after 6 exemptions in a month the profile is locked on the system for further changes and this Agreement shall be terminated effective immediately.

- For the month of joining,
 - If the instructor joins on or before 15th of the month, calculation of Minimum Guaranteed pay would be on pro rata basis
 - If the instructor joins after 15th of the month, no Minimum Guaranteed pay would be applicable.

* Trial Class - First class for a student before the student signs up for the WhiteHat Jr Subscription classes

** Regular Class - Classes that take place after the student signs up for the WhiteHat Jr Subscription classes

*** If the instructor joins on or before 15th of the month then the same month would be considered as the first month. If the instructor joins after 15th of the month then next month would be considered as the first month. The second month would be the next calendar month after the first month and so on.



Qspiders Campus

Qspiders Campus Connect

A Unit of Test Yantra Software Solutions India Pvt Ltd

CALL LETTER

Dated: 7th Sept 2020

Dear, G. Bhavish

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Manual Testing, Java, SQL, & General Aptitude.
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Divika

Thank & Regards

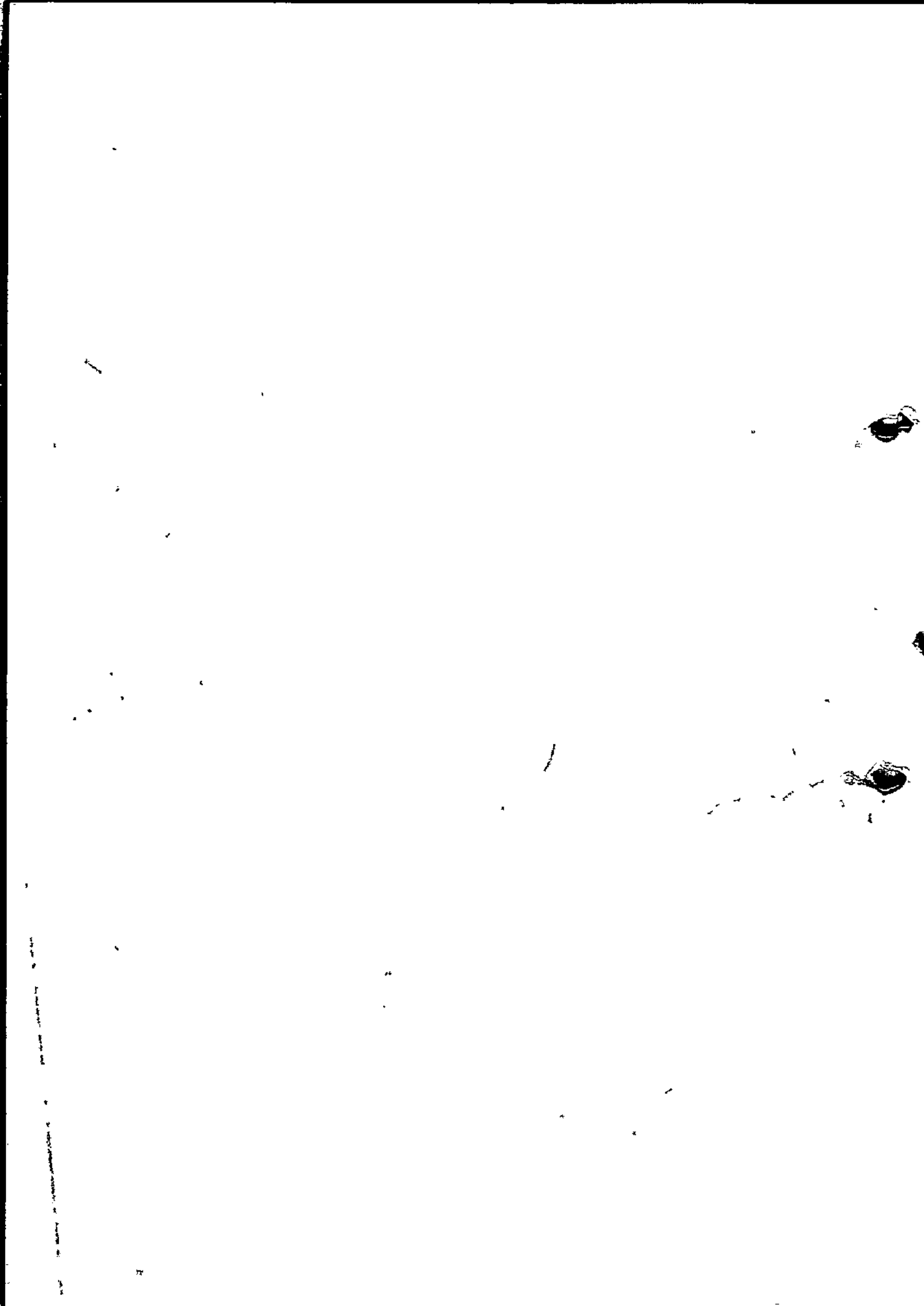
Qspiders Campus Connect Team.

Mb: 9513684738.

USN NO. IAH16CS016

7353983680







CALL LETTER

Dated: 7th Sep 2020

Dear, *Viraja HV*

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Manual Testing, Java, SQL, & General Aptitude.
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day with all semester mark cards, 10th / 12th PGC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, the training will not be valid. You may have to pay the fees.

Thank & Regards,

Qspiders Campus Connect Team

Mb: 9513684738

USN/00



Candidate Name : Ms. Vinutha N
Branch : Computer Science Engineering

Sub: OFFER LETTER .

Dear candidate

With reference to the Interview process we had at your campus by Knowx Innovations we are pleased to offer you the position of "Trainee Software Engineer" and invite you to join Knowx family.

Your Cost to the Company (CTC) would be **Rs. 2, 40 ,000 - 3.25,000. (Post probationary period)**
Duration of probationary 3 / 6 months.

During Probationary period – Stipend paid Rs 10,000 PM
Based on performanace your Probationary period can be converted to Permanent role on any day.

The allowances, benefits and other terms and conditions of your employment will be as per Company policies as applicable from time to time. Your compensation will be reviewed in future as per Company policy. On joining the company you shall be on probation for Six months. You will abide by the rules and regulations of the company as may be in force from time to time.

We welcome you aboard and the detailed appointment letter will be given to you at the time of joining. We expect you to join after completion of Engineering Degree

You will receive a mail with details of joining in the month of July – Sept 2020.

The company looks for a long-term association with all its employees and expects the same from you.

Thanking You.

For KNOWX Innovations (P) ltd.

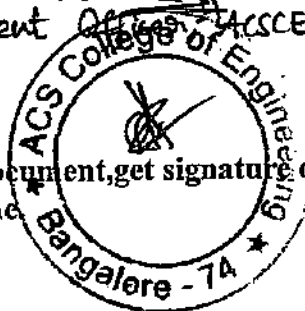
Vinutha - N
Employment offer Accepted

Mrs Uma
[HR MANAGER]
Human Resources

(Ms. Vinutha N)

Placement officer Name : Mrs. Rekha A
Signature and college seal. *Rekha A*
Training & Placement Officer ACSCE .

Note : Please sign the document, get signature of your Placement officer and send us the scanned copy of the same.



LETTER OF INTENT

Name: Kruthika J

Mobile No: 8660382472

Email ID: khushikruthi29@gmail.com

College/University: ACS College of Engineering, Bangalore

Specialization: Computer Science and Engineering

Dear Kruthika,

It was great interacting with you during the campus interview process. We are pleased to let you know that you have cleared our selection process and accordingly we intend to offer you to be a part of the Zycus family.

Your intended designation would be Trainee Software Engineer at Grade 4A and we intend to offer you an annual compensation of INR 3,85,000 /-.

Please note that this is not a formal offer letter. We shall issue a formal offer letter to you on the date of your joining and post successful completion of your final semester degree/diploma examination if any.

Further at the time of joining Zycus, you will be required to complete the joining formalities, which includes acceptance of employment terms and conditions and other agreements.

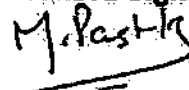
For Zycus Infotech Pvt. Ltd

Authorized Signatory




Name: Pramodh Kumar S
Designation: Manager - TA
Date: 20th Nov 2019

Authorized Signatory



Name: Pasupathy Mahalingam
Designation: DOE - Engineering
Date: 20th Nov 2019

I hereby accept the Letter of Intent and the terms and conditions provided in this letter.

Signature: 

Name: KRUTHIKA. J

Date: 20 Nov 2019

Registered Office:

Zycus Infotech Pvt. Ltd. ; Plot No. GJ - 07, Seepz++, Seepz SE2, Andheri (East),
Mumbai 400 096. Ph: +91 22 6640 7676 Fax: +91 22 2829 0528

www.zycus.com | CIN: U72300MH1997PTC110762



ENDURANCE International Group

March 03, 2020

Dear Koll,

We are pleased to make you an offer of employment as **Hosting Product Specialist** at career level **1f-A** in the **Hosting Support** department at **Endurance International Group (India) Private Limited** commencing on **June 01, 2020**. You will be on probation for a period of **6 months** starting from the day you join the organization.

Your total package is **INR 3,14,955/-**. Your package should be treated as **confidential and non-comparable**. Kindly refer to **Annexure I** for the break-up.

Terms and Conditions:

As we invest significant resources towards your training in the initial months, the company reserves the right to recover one-month's fixed compensation if you were to leave within a period of **12 months** from the date of commencement.

This offer expires on **March 05, 2020**.

On or before your joining date we will require you to submit various documents for our records as mentioned in the list enclosed. Your appointment with Endurance will come into effect only after you produce all the relevant documents from the attached list. All offers are subject to satisfactory completion of reference checks.

We look forward to working with you and believe that you can make a very significant impact to the success of Endurance.

Please feel free to contact us at Campusteam@endurance.com with any questions.

Yours Sincerely,

For Endurance International Group (India) Private Limited.,

Digitally signed
by RAVIRAJ
RAMESH PARAB
Date:
2020.03.03
18:38:17
+05'30'

Raviraj Parab
Director

Koll Manova



ENDURANCE International Group

Annexure I

Compensation & Benefits Package

Designation: Hosting Product Specialist

Career Level: I1-A

Components	₹ Monthly	₹ Annually	
Fixed Pay	21,000	2,52,000	
Basic	15,200	1,82,400	Fully Taxable
HRA	1,520	18,240	Exempted from tax as per the Income Tax Rules
Special Allowance	1,308	15,696	Fully Taxable
Flexible Pay	1,000	12,000	Includes Meal Vouchers, Communication Books and Periodicals, Fuel expenses, Vehicle Maintenance, and Driver's Salary. These components are optional and fully exempted from tax, subject to Submission of bills.
Provident Fund	1,824	21,888	12% of the basic (employer's contribution). An equivalent amount will be deducted from your monthly salary in lieu of your contribution towards Provident Fund. (This is an optional benefit)
ESIC	148	1,776	Eligibility is as per the Employee State Insurance Cover Act
Variable Pay	4,000	48,000	
Night Shift Allowance	4,000	48,000	Payout of INR 4,000 per week on completion of rostered night shifts.
(A) Compensation	25,000	3,00,000	Sum of Fixed and Variable pay
(B) Benefits & Retirals		14,955	
Medical Insurance		5,357	Sum Insured INR 3,00,000 provides coverage to you and your dependents i.e. spouse & 2 children. (This benefit can also be extended to include dependent parents on an optional basis)
Life Insurance		825	Sum Insured 4X the annual compensation
Gratuity		8,773	Eligibility is as per the Gratuity Act
Total Package (A+B)		3,14,955	

For Endurance International Group (India) Private Limited.,

RAVIRAJ Digitally signed
by RAVIRAJ

RAMESH RAMESH PARAB
Date:

PARAB 2020.03.03
18:38:55 +05'30'

Raviraj Parab
Director

Koil Manova



ENDURANCE International Group

Annexure – II

Benefits @ Endurance

At Endurance, taking care of our employees is our top priority. We strive to make your work environment easy, comfortable and as employee friendly as possible. To do this, we make sure that cutting edge benefits are in place to provide you with the perfect work life balance. What's more? If you think you'd like something over and above this, we're all ears. Some of the benefits you already have are:



HEALTH BENEFITS

We do understand that healthcare can be expensive and taxing; hence, we have partnered with some of the best insurance providers in the market to make that aspect as easy as it can get for you.

Medical Insurance Cover

Each employee, along with their dependents, are covered for a sum of INR 3,00,000. Cashless Hospitalization through our wide range of network partner hospitals goes one step further to making this less troublesome for you. Additionally, employees have an option to increase their existing

insurance cover by INR 3,00,000 and INR 5,00,000 by paying a minimal premium.

Life Insurance

Endurance provides all its employees a life insurance cover for up to 4X of their annual compensation. This policy also covers various other critical illnesses.

Employee Accident Cover

The Personal Accident Insurance provides insurance coverage of INR 5,00,000 in the event of accidental death due to unfortunate incidents arising during employment with Endurance.

Endurance International Group (India) Private Limited

Registered Office: Unit No. 501, 5th Floor, IT Building 3, Nesco IT Park, Nesco Complex,
Western Express Highway, Goregaon (E), Mumbai 400 063 CIN: U72300MH2012PTC226415
Phone No: +91 22 67209000 Email: finacind@endurance.com



ENDURANCE International Group

LEARNING NEVER STOPS

At Endurance, we believe that constant up-skilling and learning define our success path. We give you a chance to further your knowledge enhancement through programs specifically designed to encourage learning.



Education/ Certification Sponsorships

This program provides our employees with an opportunity to learn new technologies/ take up certifications which are relevant for their role, personal and professional growth. The company will sponsor all or part of specific courses, exams, tests and certifications and you can add to the list of courses too!

Library

An in-house library includes provisions for the latest books in hardcopies or on kindles. Employees can borrow books, suggest new books to add to the library, have them buy you a personal copy as well.

Free Internet

Employees at Endurance have access to free internet

based on their eligibility. The benefit can be availed either in form of reimbursement or company provided data cards.

Endurance International Group (India) Private Limited

Registered Office: Unit No. 501, 5th Floor, IT Building 3, Nesco IT Park, Nesco Complex,
Western Express Highway, Goregaon (E), Mumbai 400 063 CIN: U72300MH2012PTC226415

Phone No: +91 22 67209000 Email: finacfind@endurance.com



ENDURANCE International Group

WELLNESS & NUTRITION

Endurance goes that extra mile in providing wellness and nutrition benefits to you.

Employee Assistance Program

Juggling the demands of career and personal life can be stressful and challenging but don't worry! Our EAP services provide free, confidential, short-term counseling/ legal aid/ taxation advice. This benefit is also extended to immediate family members.



Gym

For our employees in Mumbai and Bangalore we have state of the art on-site gym at subsidized prices to go one step closer to being fit and healthy.

Corporate Sports Events

At Endurance it's not just all about work! We encourage our employees to take part in inter-corporate sports programs whether it be - cricket, football, TT, Chess, Carrom!

Food & Snacks

Our offices have diverse food solutions to satisfy that hunger pang! We provide mouthwatering and healthy food at subsidized costs in our office. We also have a dedicated fresh juice counter, chaat counter, fresh fruits and a well-stocked pantry with quick bites available to ensure you are never left looking for something to nibble on. We have an in-house tea and coffee counter. We also provide a host of snacks and beverages free of cost.

Wellness @ Work Programs

This program focuses on building awareness among the employees on various illnesses as well as promotion of healthy lifestyle through programs, talks and workshops.



ENDURANCE
International Group



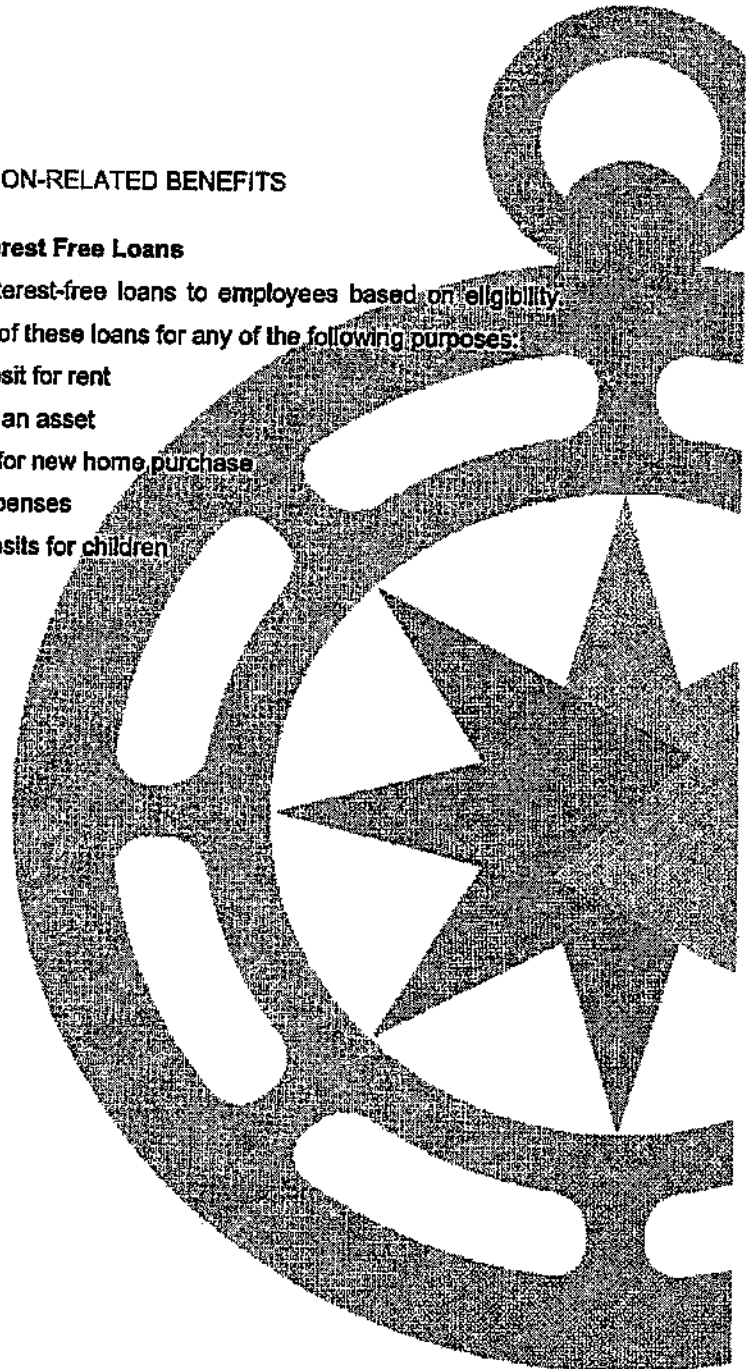
COMPENSATION-RELATED BENEFITS

Attractive Interest Free Loans

We provide interest-free loans to employees based on eligibility.

You may avail of these loans for any of the following purposes:

- House Deposit for rent
- Purchase of an asset
- Bridge-loan for new home purchase
- Marriage expenses
- School Deposits for children



Endurance International Group (India) Private Limited

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Western Express Highway, Goregaon (E), Mumbai 400 063 CIN: U72300MH2012PTC226415
Phone No: +91 22 67209000 Email: finacctind@endurance.com



ENDURANCE International Group

WORK LIFE BALANCE

At Endurance, we try to give you as much flexibility as possible. We acknowledge that flexi-work enhances productivity while retaining the employee's sense of responsibility and ownership.



Flexi-Leave

All our employees can avail of 38 days of leave (Inclusive of Public Holidays) that can be used at any time for any occasion. Other categories of leave include Paternity leave up to 10 days and Maternity leave which is provided in accordance with the provisions of the Maternity Benefit Act, 1961.

Flexi-Timings

Endurance's attendance guidelines are structured such that each team has their own flexible start timing. This enables individuals and teams to plan their work hours and personal time in a way that works for them and their mutual productivity.



ENDURANCE International Group

ON & ON IT GOES!

We continuously enhance the benefits we offer and recycle them to best suit your needs.

Domain & Free Wordpress Blog

All employees are eligible for a free domain and WordPress blog. The domain registration costs will be sponsored by Endurance. This is a lifelong scheme.



Celebrations

Endurance loves to share in its employees' joyous occasions. Employees at the time of marriage and at the birth of a child can avail of gift vouchers.

Friday Night Chill Sessions and Annual Party
FNCS are the highlights for Endurance. Very simply put, we throw parties once every quarter for all our employees across the organization during which they can also showcase their talents through various events such as Fashion Show, Karaoke, Dance off, 60 seconds to fame etc. Our other locations also have annual parties which are a fun way to get together with our colleagues across teams and have a blast! The stage is open for one and all!

Welfare @ Work

Endurance constantly strives towards creating a positive impact through our employee initiated "Share and Care" activities which are beneficial to the environment and surrounding communities. We work with a number of local NGOs/ orphanages/hospitals/other social institutions and help them in whichever way possible ranging from food supplies, clothing material, stationery, toys etc. to our time.



ENDURANCE
International Group

Annexure – III
List of Documents

1. Three Passport size color photographs.
2. Proof of Residence:
(Permanent & Temporary if any) Passport / Driving License / Aadhar Card or any document stating your current and permanent place of residence.
3. Academic & Professional Certificates:
 - a) SSC, HSC passing certificate or Mark sheet
 - a) Graduation Certificate
 - b) Post-Graduation Certificates (if applicable)
 - c) Any other Professional Course Certificates (If applicable)
4. Details of previous employment
 - a) Appointment letter (from all previous employers) (if applicable)
 - a) Increment Letter (if applicable)
 - b) Work experience certificate (from all previous employers)
 - c) Salary certificate/Pay slip of last drawn salary in previous Company
 - d) Bank statement from previous employer (photocopy required)
5. Submit 1 photocopy of your Pan card (Mandatory)
6. Form 16 / Salary Certificate / 16 A issued by the relieving company.
7. References: Kindly provide two references along with their contact details and their relation with you. No personal relation references would be accepted.

Important: Please remember that you must submit the above documents on or before the day of joining. Also, please bring the original copies for all the above-mentioned documents for verification.



Dear Makam S Meghane,

We hope you and your family are doing well and staying safe during these challenging times.

COVID-19 has impacted our lives along with businesses and economies globally. In India and world over, amidst the uncertainty of the evolving situation, we continue to tune in to briefings from public health officials, listen for guidance from local governments, and seek to do all that we can to cope with our changing lives and work. In times that test us, it is natural to focus on what holds utmost importance and for us that has, and will always be, our employees, our clients and our communities. Infosys is doing all we can to ensure employee well-being and business continuity as we continue to deal with COVID-19 pandemic.

We want to assure you that we are working on the joining dates for all candidates who have been made an offer and will get in touch with you as soon as we have finalized them. We are committed to honoring the offer we have made to you on the basis of the information you have shared with us at the time of the selection process.

While you wait to join us, we would like you to leverage InfyIQ, our exclusive platform for you to learn latest digital technologies and continue your learning journey. Students who have not joined InfyIQ yet can download the app from either the Google Play Store or the Apple App Store or visit the website to experience the platform.

If you have any concerns or queries regarding your offer letter or date of joining, please do not hesitate to reach out to your placement office. Alternatively, you may write to us at offer_update@infosys.com.

We request your patience and faith.

Stay strong. Stay safe.

Warm regards,

Talent Acquisition

Infosys

NTT DATA Information Processing Services Private Limited
Plot 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 088 India
Tel: +91.80.3342.6000

21 February 2020
SACHIN RAO S
A.C.S College of Engineering

Dear SACHIN RAO S,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate I** with NTT Data Information Processing Services Private Limited (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate I** in Grade 4 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 300,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED


URMIMALA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **21-Feb-20** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____
(SACHIN RAO S)

Date: _____

Confidential

Annexure A

At the time of joining, you are requested to bring the following documents in Original along with two copies of each. The original certificates are required for verification only and will be returned the same day.

1. Certificates & mark sheets supporting your educational qualifications:
 - a. Xth Certificate and mark sheet
 - b. XIIth Certificate and mark sheet
 - c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheets, course completion certificate (for each graduation / post graduation)
2. Three copies of your recent Passport size color photograph (white background)
3. Copy of NTT DATA Global Delivery Services Private Limited offer letter and completed pre-employment form
4. You are required to carry your passport at the time of joining

For any further clarification you can mail to Campus.Connect@nttdata.com.

If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable to be removed from the service without any notice.

Yours sincerely,
FOR NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED


URMIMALA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

CONFIDENTIAL

Services IT Development Program Senior Associate

Dear Candidate,

With reference to your application and the subsequent discussions, you are invited to the Services IT Development Program Senior Associate with IT Data Information Services. This is an excellent opportunity to join the Company, subject to below terms and conditions. Successful candidates will be employed with the Company, subject to your completion of the training program.

Please note that this offer does not give you the employee status of the Company. Your appointment as a Graduate Trainee comes into effect only after completing the joining formalities with the Company, subject to the below terms and conditions. This communication does not confer you with any right against the Company for joining or training.

You will be undergoing a training program anywhere in India and at the end of which you will be appointed to the Company. Still, depending on necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on the evaluation of your performance during the evaluation tests conducted by the Company. The discretion with respect to the training period shall rest solely with the Company. On your start date, please bring the following documents per Appendix A.

During the training you will be given a stipend of Rs. 12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- (a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- (b) Production training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a Services IT Development Program Senior Associate (Gr. 4) and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your appointment can be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 300,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The maximum age is 57 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's satellite offices in India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to bring the documents as per Appendix A. You shall be on the rolls of companies establishment at Bangalore and you shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR IT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED

URVIMMA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by 23/08/2024 in the presence of this Director as an employment on the terms and conditions mentioned above.

Signature: _____ Date: _____
(Candidate)

Confidential

NT DATA Information Processing Services Private Limited

12, 2nd Floor, 1st Ward, 1st Stage,
Koramangala 4th Cross, Bangalore
560094

21 February 2020
Anjali A. Murthy
ACS College Of Engineering

Dear Anjali A. Murthy,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate** with **NT Data Information Processing Services Private Limited** (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below terms and conditions. This communication does not confer you with any rights against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which you will be evaluated. Company shall determine, as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of **Rs.12,000/-** per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- (a) Qualifying exams with maximum of 2 areas during the entire course, no pending areas on completion of course and having minimum of 60% aggregate.
- (b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- (c) Successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate 1** in Grade 4 and will be on probation for a trial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be continued, extended or terminated, if/when all such letters issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Rs. 300,000/-** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your salary grade. Either party is not bound to give any reasons thereof. Any Retention Bonus (if applicable) will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of company's establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance of a letter of appointment, a letter of appointment will be issued to you at the time of joining.

Yours sincerely,

FOR NT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED


ARMITA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

We shall send you the offer letter and join instructions by email on this offer and return it by 22nd Feb 2020. If you do not accept the offer, please inform us by email on this offer and return it by 22nd Feb 2020. If you do not accept the offer, please inform us by email on this offer and return it by 22nd Feb 2020.

Signed: _____ Date: _____
(Anjali A. Murthy)

...



Public Health Administration

Public Health Officers

There were 10 Public Health Officers in Bangalore during the year 1976-77. The names of the officers are given in the following table:

The following table shows the names of the Public Health Officers who were appointed during the year 1976-77:

The following table shows the names of the Public Health Officers who were promoted during the year 1976-77:

The following table shows the names of the Public Health Officers who were transferred during the year 1976-77:

The following table shows the names of the Public Health Officers who were retired during the year 1976-77:

The following table shows the names of the Public Health Officers who were appointed during the year 1976-77:

The following table shows the names of the Public Health Officers who were promoted during the year 1976-77:

The following table shows the names of the Public Health Officers who were transferred during the year 1976-77:

The following table shows the names of the Public Health Officers who were retired during the year 1976-77:

The following table shows the names of the Public Health Officers who were appointed during the year 1976-77:

The following table shows the names of the Public Health Officers who were promoted during the year 1976-77:

The following table shows the names of the Public Health Officers who were transferred during the year 1976-77:

The following table shows the names of the Public Health Officers who were retired during the year 1976-77:

The following table shows the names of the Public Health Officers who were appointed during the year 1976-77:

Annexure A

At the time of joining, you are requested to provide the following documents in Original along with two copies each. The original certificates are required for verification only and will be returned the same day.

1. Certificate & mark sheets supporting your educational qualifications.
 - a. Xth Certificate and mark sheet
 - b. XIIth Certificate and mark sheet
 - c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheet, course completion certificate (for each graduation/post-graduation)
2. Three copies of your recent Passport size color photographs (white background)
3. Copy of NTTDRA Global Delivery Services Private Limited offer letter and completed pre-employment form.
4. You are required to carry your passport at the time of joining.

For any further clarification you can mail to Caroline.c@nttdra.com

If any of the above information furnished by you or your company proves to be false and you are found to have willfully suppressed any material information, then & where you will be liable to be removed from the services without any notice.

Yours faithfully,
TAPASWATI INFORMATION PROCESSING SERVICES PRIVATE LIMITED

IRISWATI SARKAR
PERSONNEL DIRECTOR - TALENT ACQUISITION

NTT DATA Information Processing Services Private Limited

Plot No. 123, EPIC Phase II, Whitefield Industrial Area
Bangalore 560 085 India
Tel: +91 80 3342 6000

21 February 2020**Shamanth N****A.C.E College of Engineering****Dear Shamanth N,**

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate I** with **NTT Data Information Processing Services Private Limited** (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of **Rs.12,000/-** per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate I** in **Grade 4** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Rs. 300,000/-** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,

FOR NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED

URMILAK BARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **21-Feb-20** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Shamanth N
(Shamanth N)

Date: 21-Feb-20

Confidential

NTT DATA Information Processing Services Private Limited

Plot No. 123, EP/2 Phase II, Whitefield Industrial Area
Bangalore 560 098 India
Tel: +91.80.3342.8000

21 February 2020**Shamant N****A.C.S College of Engineering****Dear Shamant N,**

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate I** with **NTT Data Information Processing Services Private Limited** (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate I** in **Grade 4** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Rs. 300,000/-** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,

FOR NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED

URMILA BARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **21-Feb-20** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Shamant N
(Shamant N)

Date: 21-Feb-20

Confidential

NTT DATA Information Processing Services Private Limited

Plot No. 123, 67th Phase 4, Whitefield Industrial Area
Bangalore 560 008 India
Tel: +91 80 3342 0000

21 February 2020
Makam S Meghana
A.C.S College of Engineering

Dear Makam S Meghana,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate 1** with NTT Data Information Processing Services Private Limited (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A. During the training you will be given a stipend of **Rs.12,000/- per month**.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate 1st Grade 1** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Rs. 300,000/-** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of company's establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED


URMIMALA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **31-Feb-20** to indicate your acceptance of this Offer, Terms & Accept of employment on the terms and conditions mentioned in this letter.

Signature: _____
(Makam S Meghana)

Date: _____

huawei offers



Date: Jun 24, 2020
Offer No : QS1958378

KEERTHANA H
IKYA
BANGALORE 560095
KARNATAKA

EMPLOYMENT CONTRACT

We are pleased to offer you employment at QUESS Corp Limited for a employment contract as per the following terms:

DEPUTATION:

You are deputed to Client Place under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract

TENURE:

The term of your Contract shall be valid from JUL 02, 2020

COTERMINOUS:

Your Employment shall be co-terminous with the project/work for which you are deputed and the same shall end as and when the project/work ends at the appointed location

LOCATION:

You are required to work at client's location at BANGALORE.

POSITION:

You are appointed as GRADUATE TRAINEE ENGINEER.

REMUNERATION:

The details of your salary break up with components are as per the enclosure attached herewith.

PROBATION:

Unless otherwise notified to you in writing this contract of employment would be valid as per company's service agreement with client.

WORKING HOURS:

Ikya Confidential
This is a system generated letter

Offer No : QS1958378

Page 1

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-208-9900

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at QUEST within the cut-off date as mutually agreed for pay-roll processing.

TERMINATION & SUSPENSION:

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, QUEST or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. QUEST reserves all such right to withheld full or a portion of your salary during such suspension period.

NOTICE PERIOD:

In the eventuality if you wish to separate from the organization you will need to give 60 day's notice in writing. The Contract can be terminated at the discretion of QUEST subject to 60 day's notice.

However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases, QUEST will have / reserve rights to terminate immediately without giving notice period.

In case you do not serve the stipulated notice period , company reserves the right to initiate the recovery of the remaining notice period days and Proceed legally as well.

INDEMNITY:

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

CODE OF CONDUCT:

You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you. You may be required to sign an individual NDA/BCG if the client so requires and the same will be binding on you.

LEAVES:

you will be entitled for 30 days annual leaves which includes 18 days Privilege Leave and 12 Days Sick/Casual Leave.

HOLIDAYS:

You will be entitled to paid holidays in a year as notified by the company from time to time.

ADDRESS FOR COMMUNICATION:

The address of communication for the purpose of service of notice and other official communication to the company shall be the registered address of the company. The address of communication and service of notice and other official communication is the address set out as above and your present residential address namely. In the event there is a change in your address, you shall inform the same in writing to the Management and that shall be the address last furnished by you, shall be deemed to be sufficient for communication and shall be deemed to be effective on you.

BACKGROUND VERIFICATION:

The company reserves the right to have your back ground verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated.

ABSENTEEISM:

You should be regular and punctual in your attendance. This will be governed by rules laid down at the location and therefore you have to follow these rules as per the prescribed rules.

RULES AND REGULATIONS:

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

OTHER TERMS OF CONTRACT:

In addition to the terms of appointment mentioned above, you are also governed by the standard employment rules of QUESS (as per Associate Manual). The combined rules and procedures as contained in this letter will constitute the standard employment rules and you are required to read both of them in conjunction.

JURISDICTION:

Notwithstanding the place of working or placement or the normal or usual residence of the employee

concerned or the place where this instrument is signed or executed this Contract shall only subject to the jurisdiction of the High Court of Judicature of Karnataka at Bangalore and its subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract Issued.

PERFORMANCE INCENTIVE::

You are eligible to receive 0 to 4 months Gross salary as performance incentive based on your performance. The actual amount and the administration of the performance incentive rest with the client organization and the decision of the management in this regard is final. The payout will be done once every half year. The employee needs to be on the active rolls (should not have raised the resignation application) of the Client Organization to be eligible for receiving the Performance Bonus. If the separation is initiated either by you or by the client organization, before the same, you will not be eligible for receiving the Performance Incentives.

You shall report to work on Jul 02 2020 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited.**



Tej Hans Raj Singh

Ikya Confidential

This is a system generated letter

Offer No : QS1958378

Page 4

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quesscopy.com> | Toll Free No: 1800-208-9900



COO Staffing

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name:.....

Signature:.....

Place:.....

Date:.....

Annexure A**Compensation Sheet**

Offer No: QS1958378

Associate Name: KEERTHANA H

Designation: Graduate Trainee Engineer

Location: BANGALORE

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	16000	192000
House Rent Allowance	6400	76800
City Compensatory Allowance	2525	30300
Statutory_bonus	1333	15996
Gross Salary	26258	315096

Employer's Contribution		
Employer Provident Fund	2075	24900
Total Contribution	2075	24900
Cost to Company: (CTC)	28333	339996

Deduction: (Subjected to change)		
Provident Fund	1920	23040
Professional Tax	200	2400
Total Deduction	2120	25440
Net Take Home	24138	289656

Group Medi-claim Insurance :You and your approved dependent family members (Spouse+2 kids) are eligible to enroll in company's group mediclaim Insurance policy



Tej Hans Raj Singh
COO Staffing



Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge Nxt App.

Please download InEdge Nxt application from

Play Store / Android:<https://goo.gl/rqsMnr> or App Store / IOS : <https://goo.gl/DmHpEj>



You will get User Id and Password via SMS.





PENTAGON SPACE
Mastering The Future

CSR Campus Drive -2020

Dear Raghavendra_K

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2020 Batch. We are glad to inform you that you have cleared all the interview processes and further you are entitled to be one among the trainee for our CSR Batch.

With regards to this program we would like to inform that you are now eligible to get trained on our "UNIFIED COURSE" at Pentagon Space after successful completion of your Graduation. Adding to the benefits, you get

- 1.500hrs of Unified Course worth INR 50,000/- for free Inclusive of study materials.
- 2.Placement support till you get placed.
- 3.Depending on your performance in the interview, the average Salary package would be from 4lpa to 10lpa.

Please accept this offer letter dully filled with below mentioned details and do bring this copy on the joining day.

Name: _____ College name: _____

Branch : _____ USN: _____ Date: _____

Student Signature

Best wishes from,



Madhusudhan H
Head Talent Acquisition & Technical Consultant

✉ info@pentagon.space.in

📍 Plot No.765,8th Cross Road, M.R.C.R Extension,
Govindaraja Nagar, Bangalore-560040

☎ +91 99010 66669
080 4163 2964

🌐 www.pentagon.space.in



PENTAGON SPACE
Mastering The Future

CSR Campus Drive -2020

Dear Soniya_B M

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2020 Batch. We are glad to inform you that you have cleared all the interview processes and further you are entitled to be one among the trainee for our CSR Batch.

With regards to this program we would like to inform that you are now eligible to get trained on our "UNIFIED COURSE" at Pentagon Space after successful completion of your Graduation. Adding to the benefits, you get

- 1.500hrs of Unified Course worth INR 50,000/- for free inclusive of study materials.
- 2.Placement support till you get placed.
- 3.Depending on your performance in the interview, the average Salary package would be from 4lpa to 10lpa.

Please accept this offer letter dully filled with below mentioned details and do bring this copy on the joining day.

Name: _____ College name: _____

Branch : _____ USN: _____ Date: _____

Student Signature

Best wishes from,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

✉ info@pentagon.space.in

📍 Plot No.765,8th Cross Road, M.R.C.R Extension,
Govindaraja Nagar, Bangalore-560040

☎ +91 99010 66669
080 4163 2964

🌐 www.pentagon.space.in



PENTAGON SPACE
Mastering The Future

CSR Campus Drive -2020

Dear Aishwarya_P

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2020 Batch. We are glad to inform you that you have cleared all the interview processes and further you are entitled to be one among the trainee for our CSR Batch.

With regards to this program we would like to inform that you are now eligible to get trained on our "UNIFIED COURSE" at Pentagon Space after successful completion of your Graduation. Adding to the benefits, you get

1. 500hrs of Unified Course worth INR 50,000/- for free inclusive of study materials.

2. Placement support till you get placed.

3. Depending on your performance in the interview, the average Salary package would be from 4lpa to 10lpa.

Please accept this offer letter dully filled with below mentioned details and do bring this copy on the joining day.

Name: _____

College name: _____

Branch: _____

USN: _____ Date: _____

Student Signature

Best wishes from,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

✉ info@pentagonspace.in

📍 Plot No.765,8th Cross Road, M.R.C.R Extension,
Govindaraja Nagar, Bangalore-560040

☎ +91 99010 66669

☎ 080 4163 2964

🌐 www.pentagonspace.in



Date: 18/05/2020

Offer Letter ID: 80027024

Dear RAGHAVENDRA K,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a Computer and Information Research manager, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

We have made few terms and conditions in this employment contract letter which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be ₹4,00,000 annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in Bangalore & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

Calculating Gross Salary	Monthly	Yearly
CTC	33,333	4,00,000
EPF	1,200	14,400
Gratuity	481	5,769
Gross Salary	31,653	3,79,831
Calculating Taxable Income		
Gross Salary	31,653	3,79,831
HRA	5,000	60,000
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7,200
Tax Saving Investments	0	0
Taxable Income	21,686	2,60,231
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	31,653	3,79,831
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	30,000	3,70,224

* TDS applicable as per Income Tax Rule



Date: 18/05/2020

Offer Letter ID: 80027042

Dear SANDHYA K,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a Network Systems Administrator, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else

We have made few terms and conditions in this employment contract letter, which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be ₹3,75,000 annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in Bangalore & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

Calculating Gross Salary	Monthly	Yearly
CTC	31,250	3,75,000
EPF	1,125	13,500
Gratuity	451	5,408
Gross Salary	29,674	3,56,092
Calculating Taxable Income		
Gross Salary	29,674	3,56,092
HRA	4,687	56,244
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7,200
Tax Saving Investments	0	0
Taxable Income	20,046	2,40,548
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	29,674	3,56,092
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	28,000	3,46,492

* TDS applicable as per Income Tax Rule

Interview Result at BYJU'S

Tmessage

Hishore PM <hishore.pm+14208@byjus.com>
Reply-to: hishore.pm+14208@byjus.com
To: thydj22@gmail.com

Tue, Jun 23, 2020 at 10:15 AM



Congratulations

Dear Tejas Humar Yadav P,

Congratulations!! We are thrilled to inform that you have been selected for the position of Business Development Trainee at BYJU'S - The Learning App.

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:

Date of Joining : Will inform shortly

BDT Training Location : Bengaluru

Role Location : Bangalore

Joining Location Address: Bangalore: 6th Floor, Tower D, IBC Knowledge Park, Banerghatta Road, Bangalore 95

Fixed CTC during training (not inclusive of incentives): INR 3 LPA

Annual CTC post successful completion of Training: INR 10 LPA (7 LPA fixed + 3 LPA variable) for the role of BDA - Direct Sales or As 8 INR (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales

Details of Business Development Trainee Program: You will be undergoing Byjus Sales Training for a duration of 2 months. The first 2 weeks of this training will be classroom training followed by 6 weeks of "On-the-Job Training", both at the BDT Training Location. You will be assessed and monitored during your training program. We are also happy to inform you that additional performance incentives will be applicable during your training period. Currently till our offices re-open, your training will happen in the Work from Home mode. Once our offices are open, your training will shift to the BDT Training Location.

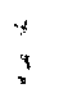
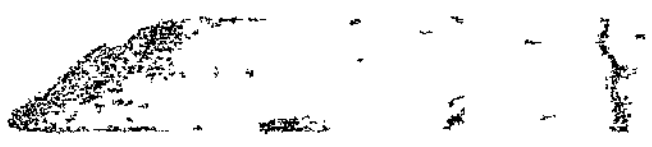
Upon successful completion of training based on clearing the company's expected parameters, you will be confirmed as BDA - Direct Sales (at 10 LPA) or BDA - Inside Sales (at 8 LPA). Also, only after confirmation to the BDA role, you will start work at your Role Location (unless joining and training is being held at your role location itself)

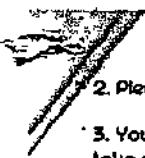
Note for candidates confirmed as BDA-Direct Sales: In the unlikely scenario where the Direct Sales model does not resume in your role location at the end of your Training Program, you will be offered the BDA-Inside Sales (at 8 LPA) role in Bengaluru. You will remain in your role location as BDA-Direct Sales (at 10 LPA) as soon as the Direct Sales model begins at your role location.

Further details:

For information regarding your training and onboarding are given below:

1. All your original academic documents are required for verification. You can find the list of documents to upload and submit within the offer letter itself.



- 
2. Please note that without completing the above registration and receiving the offer letter, your onboarding would not happen.
 3. You need to have a working broadband connection and laptop at all times during the Training period. Please note that this is a core requirement for you to take part in the Training. Training can't happen without fulfilment of this requirement.
 4. Your training performance will be thoroughly evaluated during your 8 weeks with us as that will be an incubation period for your new role.
 5. Business formal or business casual attire is mandatory during work hours.
 6. Accommodation at the BDT training location will be provided by the company for the first two weeks of the BDT Program (only applicable for those whose role location is not Bangalore)

About Byju's:

BYJU'S is world's most valuable ed-tech company and the creator of India's most personalised K12 learning app which offers highly adaptive, engaging and effective learning programs for students in classes 4-12 (K-12) and competitive exams like JEE, NEET, CAT, IAS, GRE, and GMAT. Launched in 2015, BYJU'S has become the most loved and preferred learning app for students across age groups.

Started by teacher and visionary, Byju Raveendran and his top set of students, BYJU'S aim is to make quality learning accessible, effective, and personalised for everyone. The BYJU'S way of learning provides students a learning platform where they can learn, engage and be excited about charting their own path to discover the world. The learning app brings together the best teachers, technology, content and media for creating a seamless, world-class learning experience for each and every type of learner. Today, BYJU'S has over 33 million registered students and 2.2 million annual paid subscriptions. With an average time of 64 minutes being spent by a student on the app every day from 1700+ cities, the BYJU'S app is making learning enjoyable and effective.

Delivering world class learning experiences, BYJU'S is making learning contextual and visual, and not just theoretical. The app has been designed to adapt itself to the unique learning style of every student, as per the pace, size and style of learning. The learning app is paving the way for new-age, geography-agnostic learning tools that sit at the cross section of mobile, interactive content and personalised learning technologies.

Till date BYJU'S has raised over USD 700 million from a strong and diverse investor set like - Chan-Zuckerberg Initiative, Naspers, CPPIB, General Atlantic, Tencent, Sequoia Capital, Sofina, Verlinvest, IFC, Barrin Capital, TimesInternet and Lightspeed ventures.

At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child-like curiosity alive. So get ready to be a part of the growing family at BYJU'S and be a *BYJUite* officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way.

Please visit <https://byjus.com/2020/05/BDT/> for a better insight into the job.

Registration Details: As an initial step of on-boarding formalities, you are required to fill the registration form using the link below. Please follow the below steps to complete registration and to view the offer letter (post offer release).

Step1: Register using the below-mentioned link

Step2: Complete your details in 'Application Page'

Step3: Complete the 'My Candidate Profile' page with education details with documents and previous employment information.

Step4: After filling please 'SAVE' the page and Click 'I am Done' and you will be receiving your Offer Letter

Registration Link: [Click here to register](https://byjus.com/2020/05/BDT/)

Regards,

Team BYJU'S

10/15/2020

7shamanthn@gmail.com_Shamanth N-OfferLetter.html



SONATA SOFTWARE SOLUTIONS LIMITED

Ref: SSSL/HR /APPT/20/f1ab328a-24f4-495a-bb76-c05d49fca26c

10/15/2020

Shamanth N

7shamanthn@gmail.com

ACS College of Engineering-Bangalore

Rajarajeswari Group of Institutions, Kambipura, Mysore Road,

Bengaluru, Karnataka - 560074, Bengaluru

string-560074

Dear Shamanth N,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to appoint you in our organization on the following terms and conditions.

1. **Designation:** Trainee-Systems Analyst
2. **Date of Commencement:** To be intimated later
3. **Salary:** Your starting salary will be Rs. 3 lakhs per annum for the first six months after joining the company, as per the Annexure A. From the seventh month onwards in the Company, the salary will be revised to Rs. 3.5 lakhs per annum as per the Annexure B.
4. You will be a Trainee for a period of 12 (twelve) months from the date of joining service.
5. You will be governed by the Leave Rules of the Company.
6. You will execute a service agreement to serve the Company for a minimum period of two years from the date of joining.
7. The above agreement has to be executed at the time of joining the Company and should have to be guaranteed by a surety, preferably your parent.
8. 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 Trainee Service Agreement.
9. You will be confirmed in our Company subject to satisfactory performance during the period as trainee, as per the Company policy.

10. During the period of your training with the Company, you shall not engage yourself in any other business or occupation and shall devote your whole time and skill to the faithful and diligent performance of your duties. If you are found engaging in any other business or occupation, your training is liable to be terminated without any notice or any compensation in lieu thereof.
11. You will not divulge or pass any information which you may obtain during your training in the Company to others.
12. This offer letter is being issued subject to the specific understanding that you have successfully qualified in your Engineering or MCA degree with a minimum aggregate of 60% or 70% respectively and would produce proof of all your educational qualification at the time of joining. Any failure to do so or any deviation detected would be sufficient cause for revocation of the offer.
13. **Posting:** Initially, you will be posted at Bangalore. However, the Company reserves the right to transfer you to any other place/establishment of the Company either in existence or which may come into existence, and on such transfer, the Rules and Regulations and the Terms and Conditions of the service applicable to such a place of posting shall be applicable to you. Similarly, the Company reserves the right to assign additional/change of duty and transfer you to equivalent post in any other department.
14. **Probation Period:** Twelve months from the date of joining. The Company reserves the right to extend the probationary period at its sole discretion. You will continue to be on probation till your services are confirmed in writing. During the probationary period, your services may be terminated with one month's notice on either side or payment in lieu of notice.

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

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

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

You will not:

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

10/15/2020

7shamanthn@gmail.com/Shamanth N-OfferLetter.html

- (d) Otherwise interfere with any business relationship of the Company.

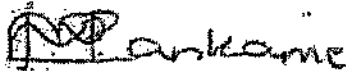
16. General

- (i) You are a full time employee of the Company. You shall devote your full time and attention to your duties to promote the interest of the Organization. You shall not divulge or make known to any person / persons any of our secrets and / or activities of confidential nature. You shall work under the supervision of such person / persons as may be decided upon by the Management from time to time. You shall undertake that for any developmental work taken up by you either individually or jointly while in the service of the Company, the copy right of the same shall rest with the Company.
- (ii) You shall abide by the Rules and Regulations applicable to you, which are in force as may be framed and / or amended from time to time. Your hours of work and attendance shall be regulated as per duties entrusted to you from time to time.
- (iii) You shall keep the terms of your employment confidential. You shall keep us informed of any change in your present residential address, your civil status, and academic / professional qualifications.
- (iv) Please note that the communication forwarded to you at your present address as given by you in your application form shall be deemed to have been correctly served unless any change in address is duly communicated in writing.
- (v) You would be required to undergo a medical examination by a Registered Medical Practitioner and the report would need to be filled as per the enclosed format. This offer is subject to you being found medically fit. However, the Company reserves the right to send you for a medical check up at any time during your employment.
- (vi) If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed any relevant material facts, your employment is liable to be terminated any time without any notice or compensation in lieu thereof.
17. The Company reserves the right to review and modify or cancel the terms of employment when deemed necessary.

Looking forward to a long and fruitful association with you.

Yours very truly,

For Sonata Software Solutions Limited,



Minar R Mankame

10/15/2020

7shamanthn@gmail.com:Shamanth N-OfferLetter.html

Senior Manager – HR

I agree with the above terms and conditions.

Signature :

Date :

Encl:

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

ANNEXURE A

Name	Shamanth N	
Grade	ETG	
Designation	Trainee Systems Analyst	
DOJ	To be intimated later	
Monthly Benefits (Figures in Rs.) – A	<i>Figures in Rs.</i>	
Basic		15000
HRA		7500
Supplementary Allowance		75
Total Monthly		22575

Annual Retirement Benefits – B	
Provident Fund (Refer Note No.1)	21600
Gratuity (4.17% of basic salary)	7506
Total Retirement Benefits p.a.	29106
Cost To Company – CTC - C - (A*12+B)	300000
Other Benefits – D	
Hospitalization & Personal Accident Insurance Premium (Refer Note No.2)	6774
Total Cost to Company – TCC (C+D)	306774

Notes:

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

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

ANNEXURE B

Name	Shamanth N
Grade	ETG

Designation	Trainee Systems Analyst
DOJ	To be intimated later
Monthly Benefits (Figures in Rs.) – A	
	<i>Figures in Rs.</i>
Basic	15000
HRA	7500
Advance Bonus/Ex Gratia	2500
Supplementary Allowance	1741
Total Monthly	26741
Annual Retirement Benefits – B	
Provident Fund ^(Refer Note No.1)	21600
Gratuity (4.17% of basic salary)	7506
Total Retirement Benefits p.a.	29106
Cost To Company – CTC - C - (A*12+B)	350000
Other Benefits – D	
Hospitalization & Personal Accident Insurance Premium (Refer Note No.2)	6774
Total Cost to Company – TCC (C+D)	356774

Notes:

1. This is the Employer's contribution towards Provident Fund. It is calculated at 12% of the Basic Salary. There will be an equal deduction of monthly PF amount from the employee's

09-Jun-2020

Dear Makams Meghana,
B.Tech/B.E., Computer Science & Engineering
A.C.S College of Engineering



Candidate ID – 14301408

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.401,986/-. This includes an annual incentive indication of Rs.22,500/- as well as Cognizant's contribution of Rs.19,500/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.450,500/-. This includes an annual target incentive of Rs.22,500/- as well as Cognizant's contribution of Rs.19,500/- towards benefits such as Medical, Accident, Life Insurance, as applicable.

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

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

Please note

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

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Beharavodu

Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: **Mekans Meghana** Designation: **Engineer Trainee**

Sl.No	Description	Monthly	Yearly
1	Basic	10325	123,900
2	HRA*	6195	74,340
3	Conveyance Allowance**	800	9,600
4	Medical Allowance	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance	2129	85,548
	Annual Gross Compensation		353,988
	Incentive Indication (per annum)		22,500
	Annual Total Compensation		376,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Gratuity		6,003
	Annual Total Remuneration		401,991

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

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

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

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

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

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

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

Cognizant

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

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

Login to <https://www.cognizant.com> -> Total Rewards App for more details

Date: 04/03/2020

Intent to Offer

Dear Shreya P,

Syntellect ID: ASBE2037307

Congratulations!

We are pleased to record this Intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

You may be assigned and/or deputed to any of our subsidiary/affiliated group of Companies/ locations, whenever the Company may deem fit and/or as and when required.

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

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

This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
- b) You should not have more than 1-year gap throughout your education
- c) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- d) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such

period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.


Atos | Syntel

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the Intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,
For Syntel Pvt. Ltd,



Adarsh Krishna
Deputy General Manager – Human Resource

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name :	Shreya P	
Designation :	Associate Consultant	
Band & Grade :	AG-AC1	
Pay and Allowance	Monthly	Yearly
Basic Pay	10,033	120,400
House Rent Allowance	5,017	60,200
Special Allowance	4,830	57,960
City Allowance	1,003	12,040
Bonus	2,400	28,800
Co.'s Contribution to Provident Fund	1,800	21,600
Transport Allowance	1,600	19,200
Medical Allowance	1,250	15,000
Sub Total - I (H)	27,933	335,200
Reimbursements and Other Benefits		
Leave Travel Assistance	400	4,800
Sub Total - II	400	4,800
Total Compensation	28,333	340,000

ANNEXURE B

We would also like you to brush up your concepts on the below foundation skills - your expertise on the aforesaid topics could enable you get an opportunity to work on some In-demand skills which are critical to the organization. You would have an opportunity to be fast tracked into training and get assigned to projects sooner.

SQL	DML, DDL, DQL, TCL, DCL, Sub Query, Joins, Sets, Date & String Functions, Constraints
HTML5	Form Elements & Attributes, Video, Audio, Events, Doctypes
CSS3	Selectors, Box Model, Backgrounds
Java Script	Statements, Functions, Events, Array, Date, Conditions
JS JSON	JSON basic, JSON vs XML
Core Java	OOPS concepts, Access Specifiers & Modifiers, Packages, Exception Handling, Collections, JDBC



Date: 18/05/2020

Offer Letter ID: 80027032

Dear H KEERTHANA,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a **Network Systems Administrator**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

We have made few terms and conditions in this employment contract letter which you need to follow for sure: Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be ₹3,75,000 annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in Bangalore & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS





FREENKART
PUSHING BEHIND LIMITS

Calculating Gross Salary	Monthly	Yearly
CTC	31,250	3,75,000
EPF	1,125	13,500
Gratuity	451	5,408
Gross Salary	29,674	3,56,092
Calculating Taxable Income		
Gross Salary	29,674	3,56,092
HRA	4,687	56,244
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7,200
Tax Saving Investments	0	0
Taxable Income	20,046	2,40,548
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	29,674	3,56,092
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	28,000	3,46,492

* TDS applicable as per Income Tax Rule





Date: 18/05/2020
Offer Letter ID: 80027035

Dear Keerthana N,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a Web Developer, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life, and in the process grow with everyone else.

We have made few terms and conditions in this employment contract letter which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be ₹3,25,000 annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in Bangalore & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

Sincerely,

HR MANAGER,

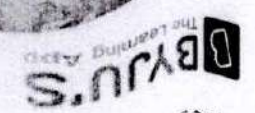
FREENKART SOLUTIONS

62-1, 3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad,
Telangana 500049

M

Interview Result at BYJU'S

Hi there PM <hishore.pm+14208@byjus.com>
Reply to: hishore.pm+14208@byjus.com
To: hsh922@gmail.com



Congratulations

Dear Tejas Kumar Yadav P,

Congratulations!! We are thrilled to inform that you have been selected for the position of Business Development Trainee at BYJU'S - The Learning App.

Joining Details:

Date of Joining: Will inform shortly
BDT Training Location: Bangalore
Role Location: Bangalore

Joining Location Address: Bangalore
5th Floor, Tower D, BFC Knowledge Park, Bannerghatta Road Bangalore 55

Fixed CTC during training
(Not inclusive of incentives): INR 3 LPA

Annual CTC post successful completion of Training: INR 10 LPA (Consist of 70% BDT and 30% Inside Sales)

Details of Business Development Program
We are happy to inform you that additional part-time training will be classroom training program. The training program will be completed within 6 weeks of joining. You will be undergoing training based on clearing the BDT exam. The training will be completed at BDT - Direct Sales or 15 BDT - Inside Sales.

Upon successful completion of training, you will be offered the BDT role (at B LPA) or Inside Sales role (at B LPA) based on your performance in the training program. We are happy to inform you that additional part-time training will be classroom training program. The training program will be completed within 6 weeks of joining. You will be undergoing training based on clearing the BDT exam. The training will be completed at BDT - Direct Sales or 15 BDT - Inside Sales.

Note for candidates completing training program:
The training program will be completed within 6 weeks of joining. You will be undergoing training based on clearing the BDT exam. The training will be completed at BDT - Direct Sales or 15 BDT - Inside Sales.

Further details:
1. All your original academic documents are to be submitted to us by the date of joining.



Date: 18/05/2020

Offer Letter ID: 80027037

Dear SHREYA P,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a Computer and Information Research manager, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life, and in the process grow with everyone else.

We have made few terms and conditions in this employment contract letter which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be ₹4,00,000 annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in Bangalore & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

$$L_d = 4.664 \text{ m}$$

$$\alpha = 3$$

$$\alpha = 2.332$$

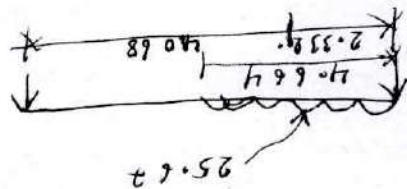
$$b_{eff} = (3 \times 2.332) \left(1 - \frac{2.332}{6.4}\right) + 0.994$$

$$b_{eff} = 5.44 \text{ m}$$

$$b_{eff} = 2.72 \text{ m} < L$$

$$Bd = 2.225 + 2.05 + 2.72 = 7 \text{ m}$$

$$\text{Intensity of loading} = \frac{1.1975 \times 700}{4.664 \times 7} = 25.67 \text{ KN/m}$$



$$LTSF = \frac{25.67 \times 4.664 \times 4.018}{6.4} = 76.1 \text{ KN}$$

Design Bending moment

$$M_u = (1.35 \times M_{sf}) + (1.5 \times M_{ov})$$

$$= (1.35 \times 72.11) + (1.5 \times 118.8) = 225.54 \text{ KN.m}$$

Design shear force

$$V_u = (1.35 \times V_g) + (1.5 \times V_q)$$

$$= (1.35 \times 45) + (1.5 \times 76.1)$$

$$= 175 \text{ kN}$$

(6) Check for depth

$$M_u = \phi \times 0.138 \times f_{ck} \times b \times d^2$$

$$\phi = 0.85 \rightarrow 0.9$$

$$225.54 \times 10^6 = 0.9 \times 0.138 \times 25 \times 1000 \times d^2$$

$$d = 297.89 \times 410 \text{ mm}$$

hence safe

2



FREENKART
PUSHING BEHIND LIMITS

Calculating Gross Salary	Monthly	Yearly
CTC	33,333	4,00,000
EPF	1,200	14,400
Gratuity	481	5,769
Gross Salary	31,653	3,79,831
Calculating Taxable Income		
Gross Salary	31,653	3,79,831
HRA	5,000	60,000
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7,200
Tax Saving Investments	0	0
Taxable Income	21,686	2,60,231
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	31,653	3,79,831
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	30,000	3,70,224

* TDS applicable as per Income Tax Rule

15. The difference between a number and its two-fifth is 510. What is 10% of that number?

- a) 12.75 b) 8.5 c) 204 d) none of this

16. Express 25 m/s in kmph?

- a) 15 km/hr b) 99 km/hr c) 90 km/hr d) None

17. Ten coins are tossed simultaneously find the probability of getting at least seven heads?

- a) $P(X \geq 7) = 11/64$ b) $P(X \geq 7) = 12/60$ c) $P(X \leq 7) = 9/67$ d) $P(X \geq 7) = 64/11$

18. If $6\frac{2}{3}\%$ of a number is subtracted from itself then result becomes 5670. Find the original number?

- a) 6075 b) 6056 c) 6078 d) 6059

19. A speed of a train is 20 meters per second. It can cross a pole in 10 seconds. What is the length of a train?

- a) 150m b) 250m c) 200m d) 300m

20. Walking $\frac{6}{7}$ th of his usual speed, a man is 12 minutes too late. What is the usual time taken by him to cover that distance?

- a) 1hr 42min b) 1hr c) 2hr d) 1hr 12min

21. The price of a T.V Set is decreased by 25% as a result of which the sale increased by 20%. What will be the effects on the total revenue of the shop?

- a) No effects b) 5% decrease c) 5% increased d) none of this

22. A body leaps up or is thrown up. Thereafter it falls back to the earth. Its flight traces a:

- A. Parabola B. Hyperbola C. Semicircle D. Triangle

23. If I have a circle with a radius of 50 yards, what is the diameter?

- a) 314 yds b) 150 yds c) 90 m d) 45.5 m

24. If 25% of a number is subtracted from a second number, the second number reduces to its five-sixth. What is the first number to the second number?

- a) 1:3 b) 2:3 c) 3:2 d) data inadequate

25. The simplest form of 1.5 : 2.5 is

- A. 6 : 10 B. 15 : 25 C. 0.75 : 1.25 D. 3 : 5

⏪ Reply all ✓ 🗑 Delete 🚫 Junk Block ...

Fwd: Infosys Update On Your Date of Joining

Dear Charan T R,

We hope you and your family are doing well and staying safe during these challenging times.

COVID-19 has impacted our lives along with businesses and economies, globally. In India and world over, amidst the uncertainty of the evolving situation, we continue to tune in to briefings from public health officials, listen for guidance from local governments, and seek to do all that we can to cope with our changing lives and work. In times that test us, it is natural to focus on what holds utmost importance and for us that has, and will always be, our employees, our clients and our communities. Infosys is doing all we can to ensure employee well-being and business continuity as we continue to deal with COVID-19 pandemic.

We want to assure you that we are working on the joining dates for all candidates who have been made an offer and will get in touch with you as soon as we have finalized them. We are committed to honoring the offer we have made to you on the basis of the information you have shared with us at the time of the selection process.

While you wait to join us, we would like you to leverage [InfyTQ](#), our exclusive platform for you to learn latest digital technologies, and continue your learning journey. Students who have not joined InfyTQ yet can download the app from either the [Google Play Store](#) or the [Apple App Store](#) or visit the [website](#) to experience the platform.

If you have any concerns or queries regarding your offer letter or date of joining, please do not hesitate to reach out to your placement office. Alternatively, you may write to us at offer_update@infosys.com.

We request your patience and faith.

Stay strong. Stay safe.

Warm regards,

Talent Acquisition

Infosys



Date: 18/05/2020

Offer Letter ID: 80027023

Dear Shamanth N,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as an Associate Developer, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

We have made few terms and conditions in this employment contract letter, which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be ₹3,25,000 annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in Bangalore & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049



FREENKART
PUSHING BEHIND LIMITS

Calculating Gross Salary	<u>Monthly</u>	<u>Yearly</u>
CTC	27,083	3,25,000
EPF	975	11700
Gratuity	391	4,687
Gross Salary	25,718	3,08,613
Calculating Taxable Income		
Gross Salary	25,718	3,08,613
HRA	4,062	48,744
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7,200
Tax Saving Investments	0	0
Taxable Income	16,714	2,00,269
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	25,718	3,08,613
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	24,000	2,99,013

* TDS applicable as per Income Tax Rule



VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI

ATTENDANCE & ROOM SUPERINTENDENT'S/PRACTICAL EXAMINERS' REPORT (In Triplicate)

E./B.Arch./M.B.A./M.C.A./M.Tech./M.Arch./Ph.D/M.Sc.(Res), BE Semester Examination 12 2019
M M Y Y Y Y

Branch / Title of the Course : BIOMEDICAL ENGINEERING

Subject : DIGITAL DESIGN & HDL LAB Subject Code : 18BML38

Institute : ACS COLLEGE OF ENGINEERING USNs from 1A117BM025 to 1A118BM029

Date : 09/12/2019 Time : 8:30am to 5:30 pm

USN	Booklet/Dwg.Sheet Number	Signature	Add. booklet/Drawing/Graph Sheet Number	Total
1A117BM025	772507	<i>[Signature]</i>		
1A118BM001	772509	<i>[Signature]</i>	0031452, 190099	
1A118BM004	772508	<i>[Signature]</i>	0031428	
1A118BM005	772511	<i>[Signature]</i>	0031451	
1A118BM006	772543	<i>[Signature]</i>		8/9
1A118BM007	772542	<i>[Signature]</i>	0031449, 190100	
1A118BM008	772512	<i>[Signature]</i>	0031448	
1A118BM009	←	ABSENT	→	
1A118BM010	772500	<i>[Signature]</i>	0031450	
		X — X		
1A118BM011	772510	Jyothi.G.	0031431, 190101	
1A118BM012	772513	K. Anurag	0031435, 100245	
1A118BM013	772516	<i>[Signature]</i>	0031432, 190102	
1A118BM014	772515	<i>[Signature]</i>	0031429	8/8
1A118BM015	772517	<i>[Signature]</i>	0031434, 100205	
1A118BM016	772514	<i>[Signature]</i>	190103	
1A118BM020	772519	<i>[Signature]</i>	0031430, 100202	
1A118BM021	772504	Khya.R.	0031433, 100206	
		X — X		
1A118BM022	772523	Sahana.R.	0031440, 190107	
1A118BM023	772520	<i>[Signature]</i>		
1A118BM024	772505	<i>[Signature]</i>	0031439, 190106	
1A118BM025	772519	<i>[Signature]</i>	0031441, 190108	8/8
1A118BM026	772521	Sudhithra	0031437, 190104	
1A118BM027	772522	<i>[Signature]</i>	0031438, 190105	
1A118BM028	772637	Tabassum	0031442, 100204	
1A118BM029	772524	<i>[Signature]</i>	0031436	

ISNs (absentees): 1A118BM009 (1)

ISNs (candidates b/u Malpractice):

Room Superintendent/Examiner-i

Signature : [Signature] 9/12/19

Name : NANDITHA KRISHNA

Affiliation : ACSCE, Bangalore

Examiner-II

[Signature]

[Signature]

[Signature]

Chief/Deputy Superintendent

[Signature] 09/12

Dr. M.S. Nurali

Chief Superintendent

NOTE : ANSWER PAPER BUNDLES TO BE SENT TO REGIONAL OFFICE ONLY.

ACS College of Engineering

1. Separate sheet to be used for each subject. 2. Statement shall be sent to a) Regional Centre b) Registrar (Evaluation), c) Bangalore-0660 074.



Date: 18/05/2020

Offer Letter ID: 80027021

Dear G Bhavesh,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a Web Developer, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

We have made few terms and conditions in this employment contract letter which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be ₹3,25,000 annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in Bangalore & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049



FREENKART
PUSHING BEHIND LIMITS

Calculating Gross Salary	Monthly	Yearly
CTC	27,083	3,25,000
EPF	975	11,700
Gratuity	391	4,687
Gross Salary	25,718	3,08,613
Calculating Taxable Income		
Gross Salary	25,718	3,08,613
HRA	4,062	48,744
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7,200
Tax Saving Investments	0	0
Taxable Income	16,714	2,00,269
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	25,718	3,08,613
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	24,000	2,99,013

* TDS applicable as per Income Tax Rule



Date: 18/05/2020

Offer Letter ID: 80027038

Dear DHANUSH C,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as an Associate Developer, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

We have made few terms and conditions in this employment contract letter which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be ₹3,25,000 annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in Bangalore & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049



Date: 18/05/2020

Offer Letter ID: 80027038

Dear ABDUL HASEEB,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a **Computer and Information Research manager**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

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Coming to the professional part of the offer, you will need to join FREENKART Team in Bangalore & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

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Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049



ACS College of Engineering
Approved by AICTE New Delhi, Affiliated to VTU, Belagavi
(A Unit of RajaRajeswari Group of Institutions)



LIBRARY AND INFORMATION CENTRE

Date:07.08.2020

" C I R C U L A R "

This is to inform to all HOD's/Concern faculties, instructed to 8th Semester students who have borrowed books form Library are hereby informed return books and Library card (Compulsory) before taking no due certificate without fail.

Note: Send a Soft copy to 8th Sem. Concerned Group.

Librarian

Principal

Copy to : All the HOD's/ Dept . Notice Board.

1. CSE

5. Aeronautical

2. ECE

6. Biomedical

3. Civil

7. Aerospace

4. Mech.

Calculating Gross Salary	Monthly	Yearly
CTC	33,333	4,00,000
EPF	1,200	14,400
Gratuity	481	5,769
Gross Salary	31,653	3,79,831
Calculating Taxable Income		
Gross Salary	31,653	3,79,831
HRA	5,000	60,000
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7,200
Tax Saving Investments	0	0
Taxable Income	21,686	2,60,231
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	31,653	3,79,831
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	30,000	3,70,224

* TDS applicable as per Income Tax Rule



Date: 18/05/2020

Offer Letter ID: 80027029

Dear VIDYASHREE N,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as an **Associate Developer**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

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Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049



FREENKART
PUSHING BEHIND LIMITS

Calculating Gross Salary	Monthly	Yearly
CTC	27,083	3,25,000
EPF	975	11,700
Gratuity	391	4,687
Gross Salary	25,718	3,08,613
Calculating Taxable Income		
Gross Salary	25,718	3,08,613
HRA	4,062	48,744
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7,200
Tax Saving Investments	0	0
Taxable Income	16,714	2,00,269
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	25,718	3,08,613
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	24,000	2,99,013

* TDS applicable as per Income Tax Rule



ACS College of Engineering
Approved by AICTE New Delhi, Affiliated to VTU, Belagavi
(A Unit of RajaRajeswari Group of Institutions)



To,
The Executive Director,
Rajarajeswari Group of Institutions,
Kambipura, Mysore Road,
Bangalore - 560 074.

Date:20.11.2019

Respected Sir,

Through the' Administrative Officer & Principal'

Sub: Requirement of RFID Book tag inlays with add-on Adhesive Label and printed logo - reg.

~ ~ ~ oo ~ ~ ~

With reference to the above subject, I would like to bring into your kind notice that we request you to provide following items to access for the books to the library.

Sl. No.	Particulars	Qty. Required	Remarks
1.	RFID Book Tag inlays and label with Printed logo	5000 No's	-

Details of statistics of RFID Tag Book 16 11 2019



Date: 18/05/2020

Offer Letter ID: 80027290

Dear BHAVYA MU,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as an Associate Developer, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

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Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

Calculating Gross Salary	Monthly	Yearly
CTC	27,083	3,25,000
EPF	975	11700
Gratuity	391	4,687
Gross Salary	25,718	3,08,613
Calculating Taxable Income		
Gross Salary	25,718	3,08,613
HRA	4,062	48,744
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	500	2000
Tax Saving Investments	0	0
Taxable Income	16,714	2,00,269
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	25,718	3,08,613
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	24,000	2,99,013

* TDS applicable as per Income Tax Rule



FREENKART
PUSHING BEHIND LIMITS

Calculating Gross Salary	Monthly	Yearly
CTC	27,083	3,25,000
EPF	975	11,700
Gratuity	391	4,687
Gross Salary	25,718	3,08,613
Calculating Taxable Income		
Gross Salary	25,718	3,08,613
HRA	4,062	48,744
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7,200
Tax Saving Investments	0	0
Taxable Income	16,714	2,00,269
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	25,718	3,08,613
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	24,000	2,99,013

* TDS applicable as per Income Tax Rule

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI

ATTENDANCE & ROOM SUPERINTENDENT'S/PRACTICAL EXAMINERS' REPORT (In Triplicate)

E./B.Arch./M.B.A./M.C.A./M.Tech./M.Arch./Ph.D/M.Sc.(Res) BE Semester Examination 12 2019
M M Y Y Y Y

Branch / Title of the Course : BIOMEDICAL ENGINEERING

Subject : DIGITAL DESIGN & HDL LAB Subject Code: 18BML38

Institute : ACS COLLEGE OF ENGINEERING USNs from IAH17BM025 to IAH18BM029

Date : 09/12/2019 Time : 8:30am to 5:30 pm

USN	Booklet/Dwg.Sheet Number	Signature	Addl. booklet/Drawing/Graph Sheet Number	Total
IAH17BM025	772507	<i>[Signature]</i>		
IAH18BM001	772509	<i>[Signature]</i>	0031452, 190099	
IAH18BM004	772508	<i>[Signature]</i>	0031428	
IAH18BM005	772511	<i>[Signature]</i>	0031451	
IAH18BM006	772543	<i>[Signature]</i>		8/9
IAH18BM007	772542	<i>[Signature]</i>	0031449, 190100	
IAH18BM008	772512	<i>[Signature]</i>	0031448	
IAH18BM009	←	ABSENT	→	
IAH18BM010	772506	<i>[Signature]</i>	0031450	
		X — X		
IAH18BM011	772510	Jyothi.G.	0031431, 190101	
IAH18BM012	772513	K. Anuradha	0031435, 100245	
IAH18BM013	772516	<i>[Signature]</i>	0031432, 190102	
IAH18BM014	772515	<i>[Signature]</i>	0031429	8/8
IAH18BM015	772517	<i>[Signature]</i>	0031434, 100205	
IAH18BM016	772514	<i>[Signature]</i>	190103	
IAH18BM020	772519	<i>[Signature]</i>	0031430, 100202	
IAH18BM021	772504	Pritya.K.A.	0031433, 100206	
		X — X		
IAH18BM022	772523	Sahana.R.	0031440, 190107	
IAH18BM023	772520	<i>[Signature]</i>		
IAH18BM024	772505	<i>[Signature]</i>	0031439, 190106	
IAH18BM025	772519	<i>[Signature]</i>	0031441, 190108	8/8
IAH18BM026	772521	Sudheendra	0031437, 190104	
IAH18BM027	772522	<i>[Signature]</i>	0031438, 190105	
IAH18BM028	772637	Talassum	0031442, 100204	
IAH18BM029	772524	<i>[Signature]</i>	0031436	

ISNs (absentees): IAH18BM009 (1)

ISNs (candidates b/u Malpractice):

Room Superintendent/Examiner-i

Signature : *[Signature]* 9/12/19

Name : NANDIMA KRISHNA

Affiliation : ACSCE, B'lore

Examiner-II

[Signature]

[Signature]

[Signature]

Chief/Deputy Superintendent

[Signature] 09/12

Dr. M.S. Newali

Chief Superintendent

NOTE : ANSWER PAPER BUNDLES TO BE SENT TO REGIONAL OFFICE ONLY. ACS College of Engineering

1. Separate sheet to be used for each subject. 2. Statement shall be sent to a) Regional Centre b) Registrar (Evaluation), c) Bangalore Co-660 074.



Date: Jun 24, 2020
Offer No : QS1958382

SONIYA B M
IKYA
BANGALORE 560095
KARNATAKA

EMPLOYMENT CONTRACT

We are pleased to offer you employment at QUESS Corp Limited for a employment contract as per the following terms:

DEPUTATION:

You are deputed to Client Place under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract

TENURE:

The term of your Contract shall be valid from JUL 02, 2020

COTERMINOUS:

Your Employment shall be co-terminous with the project/work for which you are deputed and the same shall end as and when the project/work ends at the appointed location

LOCATION:

You are required to work at client's location at BANGALORE.

POSITION:

You are appointed as GRADUATE TRAINEE ENGINEER.

REMUNERATION:

The details of your salary break up with components are as per the enclosure attached herewith.

PROBATION:

Unless otherwise notified to you in writing this contract of employment would be valid as per company's service agreement with client.

WORKING HOURS:

Ikyo Confidential
This is a system generated letter

Offer No : QS1958382

Page 1

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quesscopy.com> | Toll Free No: 1800-208-9900

What do you understand by ends and means? Is non-violence an end (goal) or a means (method)? Can the ends and means be separated? Do the means influence the ends (that we would end up reaching by following the wrong means)?

Discussion: *The non-cooperation movement of 1920 was a turning point in our freedom movement. It became such a massive movement. However, Gandhiji realized that the violence of Chauri-Chaura showed that the people were not ready. The flames of violence could spread, which would defeat the very purpose of the movement.*

When wrong means are adopted, it subverts the goal itself. If the goal is to attain truth, and false means are used, would the truth be reached?

If the path to attain the goal is based on falsehood, it would train many people in falsehood. For example, violent means would train many people in violence, and therefore, after attaining freedom, there would be violence, perhaps greater violence. French revolution is an example, where after the revolution, the revolutionaries guillotined (beheaded) other revolutionaries. Even Robespierre the leader of the French revolution, was guillotined by other revolutionaries.

6 Gandhiji Pleads Guilty

Soon after the non-cooperation movement was withdrawn, Gandhiji was arrested by the British and charged with sedition. The British judge rose from his seat when Gandhiji entered the court room [1:49].

Gandhiji said that there is no need of a trial, as he accepts the charges that he asked the people to break unjust laws. What option does he offer the judge - that the judge should give him the maximum punishment under the law? Why did Gandhiji not offer any defense of himself?

The judge gave Gandhiji six years of imprisonment (same as given to Tilak some time earlier). And, as it turns out, after that, the judge resigned from his position of judge. (The actual speech by Gandhiji can be found on the internet under the name "The Great Trial". The trial took place on 18 March 1922.)

Discussion: *Gandhiji wanted to high-light that there are unjust laws. And if there are unjust laws, he would not follow them.*

He appeals to something higher than merely legal. But he asks the judge to follow his duty, of following the legal. In one stroke, he transcends the British laws and questions the moral basis of colonialism.

The judge also lives upto his duty and his sense of justice. Therefore, he sentences Gandhiji to six years of jail as part of his duty associated with the position of being a judge; but then resigns from his position of being a judge to follow his inner sense of justice.

7 Salt Satyagraha

In the Dandi March under salt satyagraha [1:57], Gandhiji made salt and broke the law [2:04]. Why did Gandhiji choose salt?

In the entry to the salt factory, the satyagrahis to enter the factory, chose to bear the violence without even trying to protect themselves. They failed to enter the factory. But did they win or lose in attaining their goal?

On the satyagraha, Walker the reporter from New York Times says "India is Free" [2:12]. What do you understand by it?

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at QUESS within the cut-off date as mutually agreed for pay-roll processing.

TERMINATION & SUSPENSION:

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, QUESS or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. QUESS reserves all such right to withheld full or a portion of your salary during such suspension period.

NOTICE PERIOD:

In the eventuality if you wish to separate from the organization you will need to give 60 day's notice in writing. The Contract can be terminated at the discretion of QUESS subject to 60 day's notice.

However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases, QUESS will have / reserve rights to terminate immediately without giving notice period.

In case you do not serve the stipulated notice period , company reserves the right to initiate the recovery of the remaining notice period days and Proceed legally as well.

INDEMNITY:

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

CODE OF CONDUCT:

You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you. You may be required to sign an individual NDA/BCG if the client so requires and the same will be binding on you.

LEAVES:

Ikya Confidential
This is a system generated letter

Offer No : QS1958382

Page 2

What do you understand by ends and means? Is non-violence an end (goal) or a means (method)? Can the ends and means be separated? Do the means influence the ends (that we would end up reaching by following the wrong means)?

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When wrong means are adopted, it subverts the goal itself. If the goal is to attain truth, and false means are used, would the truth be reached?

If the path to attain the goal is based on falsehood, it would train many people in falsehood. For example, violent means would train many people in violence, and therefore, after attaining freedom, there would be violence, perhaps greater violence. French revolution is an example, where after the revolution, the revolutionaries guillotined (beheaded) other revolutionaries. Even Robespierre the leader of the French revolution, was guillotined by other revolutionaries.

6 Gandhiji Pleads Guilty

Soon after the non-cooperation movement was withdrawn, Gandhiji was arrested by the British and charged with sedition. The British judge rose from his seat when Gandhiji entered the court room [1:49].

Gandhiji said that there is no need of a trial, as he accepts the charges that he asked the people to break unjust laws. What option does he offer the judge - that the judge should give him the maximum punishment under the law? Why did Gandhiji not offer any defense of himself?

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He appeals to something higher than merely legal. But he asks the judge to follow his duty, of following the legal. In one stroke, he transcends the British laws and questions the moral basis of colonialism.

The judge also lives upto his duty and his sense of justice. Therefore, he sentences Gandhiji to six years of jail as part of his duty associated with the position of being a judge; but then resigns from his position of being a judge to follow his inner sense of justice.

7 Salt Satyagraha

In the Dandi March under salt satyagraha [1:57], Gandhiji made salt and broke the law [2:04]. Why did Gandhiji choose salt?

In the entry to the salt factory, the satyagrahis to enter the factory, chose to bear the violence without even trying to protect themselves. They failed to enter the factory. But did they win or lose in attaining their goal?

On the satyagraha, Walker the reporter from New York Times says "India is Free" [2:12]. What do you understand by it?

you will be entitled for 30 days annual leaves which includes 18 days Privilege Leave and 12 Days Sick/Casual Leave.

HOLIDAYS:

You will be entitled to paid holidays in a year as notified by the company from time to time.

ADDRESS FOR COMMUNICATION:

The address of communication for the purpose of service of notice and other official communication to the company shall be the registered address of the company. The address of communication and service of notice and other official communication is the address set out as above and your present residential address namely. In the event there is a change in your address, you shall inform the same in writing to the Management and that shall be the address last furnished by you, shall be deemed to be sufficient for communication and shall be deemed to be effective on you.

BACKGROUND VERIFICATION:

The company reserves the right to have your back ground verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated.

ABSENTEEISM:

You should be regular and punctual in your attendance. This will be governed by rules laid down at the location and therefore you have to follow these rules as per the prescribed rules.

RULES AND REGULATIONS:

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

OTHER TERMS OF CONTRACT:

In addition to the terms of appointment mentioned above, you are also governed by the standard employment rules of QUESS (as per Associate Manual). The combined rules and procedures as contained in this letter will constitute the standard employment rules and you are required to read both of them in conjunction.

JURISDICTION:

Notwithstanding the place of working or placement or the normal or usual residence of the employee

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concerned or the place where this instrument is signed or executed this Contract shall only subject to the jurisdiction of the High Court of Judicature of Karnataka at Bangalore and its subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

PERFORMANCE INCENTIVE::

You are eligible to receive 0 to 4 months Gross salary as performance incentive based on your performance. The actual amount and the administration of the performance incentive rest with the client organization and the decision of the management in this regard is final. The payout will be done once every half year. The employee needs to be on the active rolls (should not have raised the resignation application) of the Client Organization to be eligible for receiving the Performance Bonus. If the separation is initiated either by you or by the client organization, before the same, you will not be eligible for receiving the Performance Incentives.

You shall report to work on Jul 02 2020 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For QUESS Corp Limited.


Tej Hans Raj Singh

Ikya Confidential

This is a system generated letter

Offer No : QS1958382

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QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quesscorp.com> | Toll Free No: 1800-208-9900

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COO Staffing

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name:.....

Signature:.....

Place:.....

Date:.....

What do you understand by ends and means? Is non-violence an end (goal) or a means (method)? Can the ends and means be separated? Do the means influence the ends (that we would end up reaching by following the wrong means)?

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Annexure A**Compensation Sheet**Offer No: **QS1958382**Associate Name: **SONIYA B M**Designation: **Graduate Trainee Engineer**Location: **BANGALORE**

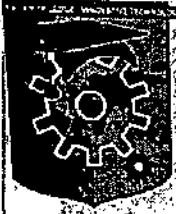
Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	16000	192000
House Rent Allowance	6400	76800
City Compensatory Allowance	2525	30300
Statutory bonus	1333	15996
Gross Salary	26258	315096

Employer's Contribution		
Employer Provident Fund	2075	24900
Total Contribution	2075	24900
Cost to Company: (CTC)	28333	339996

Deduction: (Subjected to change)		
Provident Fund	1920	23040
Professional Tax	200	2400
Total Deduction	2120	25440
Net Take Home	24138	289656

Group Medi-claim Insurance :You and your approved dependent family members (Spouse+2 kids) are eligible to enroll in company's group mediclaim insurance policy


Tej Hans Raj Singh
COO Staffing



ACS College of Engineering

(Approved by AICTE, New Delhi; Govt. of Karnataka & Affiliated to Visvesvaraya Technological University, Belgaum)

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Purchase Order for Supply of GSLV MK-III & Middlr for Aerospace Dept. of ACSCE

ACSCE/PO/K110/2019-20

Date: 06/02/2020

To,

M/s. Precision Model Designers,
No.117, 5th Cross, 1st Main, Vijayananda Nagar,
Nandini Layout, Bangalore - 560096.

Contact Person: Mr.K.N.Sridhar/Mr.Yogendra

Email: pmd@pmdmodels.com

GST No: 29AAKEP0940Q1ZL

Mob: 9980769769

We are pleased to place the Purchase Order for the supply of following items as per specification & price mentioned in your quotation Ref. No. PMD/ACS/47/2019-20 dated 29/01/2020 for our ACSCE.

Sl No	Particulars	Qty. Reqd	Price/Unit Rs.	Amount Rs.
1	GSLV MK-III - Length Main Unit-15', Dia :600mm, Length of sub thrusters -10', Dia :400mm, Material : FRP/Metal	01 No	4,50,000.00	4,50,000.00
2	Akash Missile - Length: 06', Dia :300mm, Material : FRP/Metal	01 No	1,87,500.00	1,87,500.00
Sub Total				6,37,500.00
Add : GST @ 18%				1,14,750.00
Grand Total				7,52,250.00
Advance 50%				3,76,125.00
Balance 50%				3,76,125.00

Terms & Conditions:

- All supplies/delivery to our Store premises & subjected to the approval & Quality confirmation at ACSCE, Kambipura, Mysore Road, Bangalore - 74
- Delivery: Within Two Months from the date of PO
- Payment: Advance 50% & Balance 50% after completion of supply & Installation
- Warranty: Five years from the date of supply.
- Amount is inclusive of Transportation & Installation.
- Invoices for part supply will not be processed without prior approval.
- Invoice to be submitted our stores along with the material.
- Deduction will be made on the bill amount for late supply or otherwise the entire order will be cancelled.
- Inv/DC should quote our PO No. & Date along with your GST No.
- PO Validity - 60 days from the date of PO Raised.

For ACS College of Engineering

CHAIRMAN

Copies: 4 Originals (1 to File (Pur), 1 to Supplier, 1 to Finance & 1 to Stores), Copy to EO, ACSCE

We accept the Purchase Order with terms and conditions as mentioned.

Campus

207, Kambipura, Mysore Road, Bengaluru - 560 074

Ph: 080-2843 7955 / 855 Fax: +91-80- 28437989

E-mail: info@acsce.edu.in, principal@acsce.edu.in

Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge Nxt App.

Please download InEdge Nxt application from

Play Store / Android:<https://goo.gl/rqsMnr> or App Store / IOS : <https://goo.gl/DmHpEj>

You will get User Id and Password via SMS.



ACS College of Engineering

(Approved by AICTE, New Delhi, Govt. of Karnataka & Affiliated to Visvesvaraya Technological University, Belgaum)

Sponsored by MOOGAMBIGAI CHARITABLE AND EDUCATIONAL TRUST



Work Order for AI Mentoring Systems for Aerospace Dept. of ACSCE

Date: 04/02/2020

ACSCE/WO/K108/2019-20

To,
M/s. Edge Opt, ,
No. 194-6B1, Thillankadu,
Pukkarambai Panchayat, Patimukkottai,
Thanjavur - 614803.
Contact Person: Mr. C. Ulaganathan
Email: edgeopt@gmail.com

GST No. 33AERPU7222A1ZH
Mob: 9361652583

We are pleased to place the Work Order for the supply of following items as per specification & price mentioned in your quotation ref. No. India-ACS-01 dated 31/01/2020 for our ACSCE

Sl. No.	Particulars	Amount Rs.
1	AI based Mentoring Project (Proof of Concept). 1. Data Engineering 2. Cloud Setup & Data Storage 3. Artificial Intelligence & Machine Learning 4. Dashboarding & Visualisation 5. Cloud Deployment, Application Delivery, Maintenance & Support	30,000.00
	Grand Total	30,000.00
	Advance 100%	30,000.00

Terms & Conditions:

- All supplies/services to our Store premises & subjected to the approval & Quality confirmation at ACSCE, Kambipura, Mysore Road, Bangalore - 74
- Delivery: Within 03 months from the date of WO
- Payment: Advance 100% thru' RTGS, Name : C Ulaganathan, Account No. 10772200279, IFSC Code: SBIN000896.
- Amount is inclusive of Taxes
- Free Maintenance and support services for one year.
- Invoice to be submitted our stores
- Inv./DC should quote our WO No. & Date along with your GST No.
- WO Validity - 60 days from the date of WO Raised.

For ACS College of Engineering

CHAIRMAN

Copies: 4 Originals (1 to File (Pur), 1 to Supplier, 1 to Finance & 1 to Stores) Copy to EO, ACSCE

We accept the Work Order with terms and conditions as mentioned

(Signature of the Authorised Person)

Campus

207, Kambipura, Mysore Road, Bengaluru - 560 074
Ph: 080-28437955 / 855 Fax: +91-80-28437989
E-mail: info@acsce.edu.in, principal@acsce.edu.in

NTT DATA Information Processing Services Private Limited

Plot 23B, Phase 1, Whitefield Industrial Area,
Bangalore 560 066, India
Tel: +91 80 3342 6000

21 February 2020

Charan TR
KJCS College of Engineering

Dear Charan TR:

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate I** with **NTT Data Information Processing Services Private Limited** (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and is subject to the below terms and conditions. This communication does not confer you with any right against the Company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of **RS 12,000/- per month**.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- a) Qualifying exams with maximum of 2 arrears during the entire course and pending arrears on completion of course and having minimum of 60% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate I** in **Grade 4** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **RS 300,000/-** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons therefor. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plans. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of Company's establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,

FOR NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED



URMIMADA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **21-Feb-20** to indicate your acceptance of this Offer, I agree & accept employment on the terms and conditions mentioned in this letter.

Signature _____

(Charan TR)

Date: _____

Confidential

Annexure A

At the time of joining, you are requested to bring the following documents in Original along with two copies of each. The original certificates are required for verification only and will be returned the same day.

1. Certificates & mark sheets supporting your educational qualifications

a. Xth Certificate and mark sheet

b. XIIth Certificate and mark sheet

c. Degree Certificate/Provisional Certificate and individual semester mark sheets/consolidated mark sheets/course completion certificate (for each graduation/post graduation)

2. Three copies of your recent Passport size color photograph (white background)

3. Copy of NTT DATA Global Delivery Services Private Limited offer letter and completed pre-employment form.

You are required to carry your passport at the time of joining.

For any further clarification you can mail to Career@nttdatadirect.com

If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed or material information, in such a case you will be liable to be removed from the service without any notice.

Yours sincerely,

FOR NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED



URMIMALA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

CONFIDENTIAL

Date: Jun 26, 2020

Offer No : QS1960220

MAKAM S MEGHANA
KORAMANGALA
BANGALORE 560095
KARNATAKA

EMPLOYMENT CONTRACT

We are pleased to offer you employment at QUESS Corp Limited for a employment contract as per the following terms:

DEPUTATION:

You are deputed to Client Place under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract

TENURE:

The term of your Contract shall be valid from JUL 02, 2020

COTERMINOUS:

Your Employment shall be co-terminous with the project/work for which you are deputed and the same shall end as and when the project/work ends at the appointed location

LOCATION:

Ikya Confidential
Page 1

Offer No : QS1960220

This is a system generated letter

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.queSScorp.com> | Toll Free No: 1800-208-9900



ACS College of Engineering

(Approved by AICTE, New Delhi) Govt. of Karnataka & Affiliated to Visvesvaraya Technological University, Belgaum

Sponsored by: MOOGAMBIGAI CHARITABLE AND EDUCATIONAL TRUST



Work Order for AI-Mentoring Systems for Aerospace Dept. of ACSCE

ACSCE/WO/KI08/2019-20

Date: 04/02/2020

To,

M/s. Edge Opt.,
No. 194-6B1, Thillankadu,
Pukkarambai Panchayat, Patuukkottai,
Thanjavur - 614803
Contact Person: Mr. C. Ulaganathan
Email: edgeopt@gmail.com

GST No. 33AFRPU7222A1ZH
Mob: 9361652583

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- Amount is inclusive of Taxes
- Free Maintenance and support services for one year.
- Invoice to be submitted our stores.
- Inv./DC should quote our WO No. & Date along with your GST No.
- WO Validity - 60 days from the date of WO Raised.

For ACS College of Engineering

CHAIRMAN

Copies : 4 Originals (1 to File (Pur), 1 to Supplier, 1 to Finance & 1 to Stores) Copy to EO, ACSCE

We accept the Work Order with terms and conditions as mentioned

(Signature of the Authorised Person)

Campus

207, Kambipura, Mysore Road, Bengaluru - 560 074
Ph: 080-2843 7955 / 866; Fax: +91-80- 28437989
E-mail: info@acsce.edu.in, principal@acsce.edu.in

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, QUESS or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. QUESS reserves all such right to withheld full or a portion of your salary during such suspension period.

NOTICE PERIOD:

In the eventuality if you wish to separate from the organization you will need to give 60 day's notice in writing. The Contract can be terminated at the discretion of QUESS subject to 60 day's notice.

However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases, QUESS will have / reserve rights to terminate immediately without giving notice period.

In case you do not serve the stipulated notice period, company reserves the right to initiate the recovery of the remaining notice period days and Proceed legally as well.

INDEMNITY:

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

CODE OF CONDUCT:

You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is

DEPARTMENT OF ELECTRONICS AND COMMUNICATION ENGINEERING

Report on Technical Talk ---Career opportunities in VLSI Technology

Name of the Event	:	Technical Talk
Date & Time:		24.08.2019&10:45AM
Venue:		Seminar Hall 1
Participants:		ECE students
Resource Person:		Mr. K.G. Managond, Senior Physical design Engineer, Altron Technologies, Bangalore

About the Talk

The Technical talk started with welcoming of Mr.K.G. Managond by presenting a bouquet by Dr.M. Mathivanan.

The Speaker started the session with the basics of VLSI, its design and the present technology in industries. Also, the gap between the curriculum syllabus and industry was also discussed. The Speaker also gave an idea what basics to concentrate on to clear the technical interview in VLSI industries. In Industries, fabrication of IC's, its processing and the technology used is explained in detail by the speaker. Finally, the career opportunities related to verification system Engineer, Layout Engineer, Physical designer Engineer requirements are discussed.

The session was very much helpful to students as the interaction with speaker went on very well.



38

Resource Person Mr. K G Managond with Dr.M. Mathivanan

You are required to work at client's location at BANGALORE.

POSITION:

You are appointed as GRADUATE TRAINEE ENGINEER.

REMUNERATION:

The details of your salary break up with components are as per the enclosure attached herewith.

PROBATION:

Unless otherwise notified to you in writing this contract of employment would be valid as per company's service agreement with client.

WORKING HOURS:

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at QUESS within the cut-off date as mutually agreed for pay-roll processing.

TERMINATION & SUSPENSION:

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

*Ikya Confidential
Page 2*

Offer No: QS1960220

This is a system generated letter

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

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ACS College of Engineering
Approved by AICTE New Delhi, Affiliated to VTU, Belagavi
(A Unit of RajaRajeswari Group of Institutions)



**DEPARTMENT OF ELECTRONICS AND COMMUNICATION
ENGINEERING**

INVITATION

We cordially invite you for a Technical talk on
"Career opportunities in VLSI Technology"

On

24.08.2019

by

Mr. K.G. Managond
Senior Physical design Engineer
ALTRAN Technologies
Bangalore

TIME: 11.00 a.m.

VENUE: Seminar Hall-1

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, QUESS or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. QUESS reserves all such right to withheld full or a portion of your salary during such suspension period.

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In the eventuality If you wish to separate from the organization you will need to give 60 day's notice in writing. The Contract can be terminated at the discretion of QUESS subject to 60 day's notice.

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CODE OF CONDUCT:

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What do you understand by ends and means? Is non-violence an end (goal) or a means (method)? Can the ends and means be separated? Do the means influence the ends (that we would end up reaching by following the wrong means)?

Discussion: The non-cooperation movement of 1920 was a turning point in our freedom movement. It showed that the people were ready. The flames of violence could spread, which would defeat the very purpose of the movement.

When wrong means are adopted, it subverts the goal itself. If the goal is to attain truth, and false means are used, would the truth be reached?

If the path to attain the goal is based on falsehood, it would train many people in falsehood. For example, the path to attain the goal is based on violence, and therefore, after attaining freedom, there would be the means to attain the goal. The violence of Chauri-Chaura showed that the people were ready. The flames of violence could spread, which would defeat the very purpose of the movement.

6 Gandhiji Pleads Guilty

Soon after the non-cooperation movement was withdrawn, Gandhiji was arrested by the British and charged with sedition. The British judge rose from his seat when Gandhiji entered the court room [1:49]

Gandhiji said that there is no need of a trial, as he accepts the charges that he asked the people to break unjust laws. What option does he offer the judge that the judge should give him the maximum punishment under the law? Why did Gandhiji not offer any defense of himself?

The judge gave Gandhiji six years of imprisonment (same as given to Tilak some time earlier). Gandhiji can be found on the internet under the name "The Great Trial". The trial took place on 18 March 1922.

Discussion: Gandhiji wanted to high-light that there are unjust laws. And if there are unjust laws, he would not follow them.

He appeals to something higher than merely legal. But he asks the judge to follow his duty, of following the legal. In one stroke, he transcends the British laws and questions the moral basis of colonialism.

The judge also lives upto his duty and his sense of justice. Therefore, he sentences Gandhiji to six years of imprisonment. He follows the duty of being a judge, but then resigns from his position of being a judge to follow his inner sense of justice.

7 Salt Satyagraha

In the Dandi March under salt satyagraha [1:57], Gandhiji made salt and broke the law [2:04]. Why did Gandhiji choose salt?

In the entry to the salt factory, the satyagrahis chose to bear the violence without even trying to protect themselves. They failed to enter the factory. But did they win or lose in attaining their goal?

On the satyagraha, Walker the reporter from New York Times says "India is Free" [2:12]. What do you understand by it?

deemed fit against you. You may be required to sign an individual NDA/BCG if the client so requires and the same will be binding on you.

LEAVES:

you will be entitled for 30 days annual leaves which includes 18 days Privilege Leave and 12 Days Sick/Casual Leave.

HOLIDAYS:

You will be entitled to paid holidays in a year as notified by the company from time to time.

ADDRESS FOR COMMUNICATION:

The address of communication for the purpose of service of notice and other official communication to the company shall be the registered address of the company. The address of communication and service of notice and other official communication is the address set out as above and your present residential address namely. In the event there is a change in your address, you shall inform the same in writing to the Management and that shall be the address last furnished by you, shall be deemed to be sufficient for communication and shall be deemed to be effective on you.

BACKGROUND VERIFICATION:

The company reserves the right to have your back ground verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated.

ABSENTEEISM:

ACS COLLEGE OF ENGINEERING, BENGALURU
 Affiliated to VTU, Accredited by NAAC with 'A' Grade, Accredited by NBA
 I Semester BE, Department of CHEMISTRY
 INTERNAL ASSESSMENT-I

Max. Marks: 50
 Duration : 1.5 Hours
 Date : 25/09/2019

SEM : I
 Sub. Code : 18CHE12
 Subject: Engg. Chemistry

Note: 1) Answer all Full Questions, selecting atleast one full questions from each Module/PART
 2) Write Chemical Reactions and neat sketches wherever required.

Q.No.	MODULE 1 (PART A)	Marks	CO
1a	What is Single electrode potential? Derive Nernst's equation for Single electrode potential.	6	1
1b	Demonstrate the construction and working of Ni-MH battery, mention its applications	6	1
1c	What voltage will be generated by a cell that consists of an iron electrode immersed in 0.5M FeSO ₄ solution and a copper electrode immersed in 1M CuSO ₄ solution at 298 K. Given $E^\circ_{Fe} = -0.44V$ and $E^\circ_{Cu} = 0.34V$. Write the cell representation and cell reactions.	5	1
	or		
2a	What are reference electrodes? Explain the Construction and working of Calomel electrode, mention the uses?	6	1
2b	What are Concentration cells? Emf of the cell Cd/CdSO ₄ (XM)//CdSO ₄ (0.025M)/Cd at 28°C is 0.035V. Find the value of X. Given $R = 8.314 J/K/mol$, $F = 96500C$.	6	1
2c	What is Battery? Explain the classification of Batteries with examples?	5	1

MODULE 1 (PART B)

3a	Define the terms: (i) Free energy, (ii) Entropy & (iii) Cell potential, along with the formula.	6	1
3b	Explain the Construction and working of Glass Electrode?	6	1
3c	For the Cell, Fe/Fe ²⁺ (0.01M)//Ag ⁺ (0.1M)/Ag, write the cell reaction and calculate the e.m.f of cell at 298K, if $E^\circ_{Fe} = -0.44V$ and $E^\circ_{Ag} = +0.8V$ respectively.	5	1
	or		
4a	Describe the construction and working of Lithium ion battery. Mention its applications.	6	1
4b	Represent the cell formed by the coupling of two copper electrodes immersed in CuSO ₄ solutions of concentration of cupric ions in one electrode system is 100 times more concentrated than the other. Write the cell reaction and calculate the potential at 300K.	6	1
4c	Briefly explain the determination of pH of unknown solution using Glass electrode?	5	1

MODULE 2 (PART C)

5a	Define Corrosion? Explain the Electro-Chemical Theory of Corrosion taking rusting iron as an example?	6	2
5b	Discuss the following types of corrosion i) Differential metallic corrosion ii) Water line corrosion	5	2
5c	What is Anodizing? Explain the process anodizing of Aluminium?	5	2
	or		
6a	Explain the following factors affecting Corrosion Ratio of anodic to cathodic areas b) nature of corrosion product	6	2
6b	What is metal coating? Explain the galvanization process.	5	2
6c	Explain Cathodic protection by Sacrificial anodic and Impressed current methods?	5	2

Name & Signature of the Staff

HOD

You should be regular and punctual in your attendance. This will be governed by rules laid down at the location and therefore you have to follow these rules as per the prescribed rules.

RULES AND REGULATIONS:

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

OTHER TERMS OF CONTRACT:

In addition to the terms of appointment mentioned above, you are also governed by the standard employment rules of QUESS (as per Associate Manual). The combined rules and procedures as contained in this letter will constitute the standard employment rules and you are required to read both of them in conjunction.

JURISDICTION:

Notwithstanding the place of working or placement or the normal or usual residence of the employee concerned or the place where this instrument is signed or executed this Contract shall only subject to the jurisdiction of the High Court of Judicature of Karnataka at Bangalore and its subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

ANNEXURE - II
ENROLEMENT LIST FOR 2018-19

1. College Name and Address: **ACS College of Engineering.**
 2. Principal: **Dr. M S Murali** Phone (0)080-28437855(R) - -
 3. Programme Officer: **Dr.M.S.Shivakumar** Phone 9008831720 (R) - -

No	NAME OF STUDENT	Date of Birth	SEX M/F	SC ST	Class	YEAR 1/2/3/ 4	USN
1.	VIKAS D	15/04/2000	M	OBC	1ST SEM	I	1AH18CS118
2.	SAURBH SINGH CHANDEL	25/06/2000	M		1ST SEM	I	
3.	SIDDHARTH PUGALIA	12/09/2000	M		1ST SEM	I	
4.	VISHAL KUMAR	23/06/1999	M		1ST SEM	I	1AH18ME019
5.	SHREEDHARA D BORANAVAR	03/06/1999	M		1ST SEM	I	1AH18EC032
6.	VAMSHI RAM J	30/03/2001	M		1ST SEM	I	
7.	HADAN KUMAR N	28/01/2001	M		1ST SEM	I	
8.	SUPREETH S	16/02/2000	M		1ST SEM	I	
9.	SHAIK FAIZ ALI	19/01/2001	M	MUSLIM	1ST SEM	I	
10.	VIJETHA RAO A V	21/09/2000	M		1ST SEM	I	
11.	CHANDAN K M	08/04/2001	M	OBC	1ST SEM	I	
12.	ANIKET VILAS OSTWAL	15/10/2000	M	JAIN	1ST SEM	I	
13.	ACHHUTH REDDY H M	11/04/2001	M		1ST SEM	I	
14.	REYAN PASHA	16/05/2001	M	MUSLIM	1ST SEM	I	
15.	MOHAMMED FASI AHMED	18/11/2000	M	MUSLIM	1ST SEM	I	
16.	HAARISH R	20/01/2000	M		1ST SEM	I	1AH18AU002
17.	MOHIT KUMAR M	21/02/2000	M		1ST SEM	I	1AH18CS053
18.	CHARUHASEN K	02/08/1999	M		1ST SEM	I	
19.	HRUSHIKESH R	09/04/1999	M		1ST SEM	I	1AH18CS037
20.	RAGHAVENDRA M VITTALAKAR	20/06/2000	M	CAT-IIA	1ST SEM	I	
21.	AJAY M N	03/01/2000	M		1ST SEM	I	1AH18EC003
22.	G KIRAN/VANJRE	15/02/2000	M		1ST SEM	I	1AH18EC015
23.	NAGARAJA M V	15/03/2001	M	3B	1ST SEM	I	1AH18AS020
24.	MAHESHA J	06/08/2000	M	3B	1ST SEM	I	1AH18AS018
25.	RANJEET K	10/04/2000	M		1ST SEM	I	1AH18EC026
26.	RAKSHITH KUMAR G R	05/08/2000	M		1ST SEM	I	1AH18AS026
27.	ABHISHEK V	26/01/2000	M	OBC	1ST SEM	I	1AH18CS002
28.	KRUPESH SURIT	30/10/1999	M		1ST SEM	I	
29.	VINAY R	27/07/2000	M		1ST SEM	I	
30.	SYED SAQUB ULLA	10/06/2000	M	MUSLIM	1ST SEM	I	
31.	VARUN S	23/08/2000	M		1ST SEM	I	
32.	AKSHAY S	25/04/1998	M		1ST SEM	I	
33.	SRINIDHI N S	28/10/2000	M		1ST SEM	I	1AH18AS030
34.	BHUMIKA M	17/07/2000	F		1ST SEM	I	1AH18CS018
35.	HARSHITHA P	02/07/2000	F		1ST SEM	I	1AH18CS034
36.	AMSHAVI B S	21/10/2000	F		1ST SEM	I	1AH18CS011
37.	POOJA G	03/08/2000	F		1ST SEM	I	1AH18EC021
38.	SHALINI M	12/01/2001	F	OBC	1ST SEM	I	
39.	VARUNASHREE K	11/12/2000	F		1ST SEM	I	1AH18CS109
40.	VARSHINI M U	10/12/2000	F		1ST SEM	I	1AH18EC038
41.	VIBHA G	07/01/2001	F		1ST SEM	I	1AH18CS111
42.	ROMA ANAND	08/02/1999	F		1ST SEM	I	
43.	THRUPATHI M R	29/03/2001	F		1ST SEM	I	1AH18BM029
44.	SVAMILI S N	18/05/2001	F		1ST SEM	I	1AH18CS111
45.	SHALINE M	12/01/2001	F		1ST SEM	I	
46.	VIDYASHREE R	28/07/2000	F		1ST SEM	I	1AH18CS112
47.	V G RANJ	28/09/2000	F		1ST SEM	I	1AH18CS103
48.	SUPRITHA B	12/10/2000	F		1ST SEM	I	1AH18CS098
49.	SUCHITHRA G	28/03/2001	F		1ST SEM	I	1AH18BM026
50.	SRI SAILAKSHMI H K	31/01/2001	F		1ST SEM	I	1AH18CS095
51.	RACHANA K R	10/07/2000	F		1ST SEM	I	1AH18EC022
52.	SALLAPALI RAKSHA INDHU	25/02/2000	F		1ST SEM	I	
53.	G F AYESHA FARHANAZ	27/10/2000	F	MUSLIM	1ST SEM	I	
54.	AMRUTA TARANATHA NAIK	23/07/2000	F	ST	1ST SEM	I	
55.	SNEHA SINGH	12/03/2001	F		1ST SEM	I	1AH18AS029
56.	SURABHI SAHA	19/07/2000	F		1ST SEM	I	1AH18AE052
57.	YOGITHA VAISHNAV K	26/09/2001	F		1ST SEM	I	1AH18EC043
58.	VANDANA H N	24/03/2000	F		1ST SEM	I	
59.	RASHMITHA P	05/07/2000	F	VCKKALGA	1ST SEM	I	1AH18EC027
60.	BHUVANA SHREE M	06/01/2000	F		1ST SEM	I	
61.	GOWRI N	01/04/2000	F		1ST SEM	I	1AH18EC010
62.	PRIVANKA L P	13/08/2000	F		1ST SEM	I	1AH18CS024
63.	RAKSHITHA PATEL S M	30/09/2000	F	OBC	1ST SEM	I	1AH18AE039
64.	SADIYA FATHIMA	10/11/2000	F	MUSLIM	1ST SEM	I	
65.	AARTI S SWAMY	06/08/1999	F		1ST SEM	I	1AH18EC001
66.	BINDUSHREE B N	14/07/2000	F		1ST SEM	I	1AH18AE007
67.	KAVYA SHREE R	22/06/2000	F		1ST SEM	I	1AH18AE020
68.	MANNE HEMAMAI	10/05/2000	F	OBC	1ST SEM	I	

PERFORMANCE INCENTIVE::

You are eligible to receive 0 to 4 months Gross salary as performance incentive based on your performance. The actual amount and the administration of the performance incentive rest with the client organization and the decision of the management in this regard is final. The payout will be done once every half year. The employee needs to be on the active rolls (should not have raised the resignation application) of the Client Organization to be eligible for receiving the Performance Bonus. If the separation is initiated either by you or by the client organization, before the same, you will not be eligible for receiving the Performance Incentives.

You shall report to work on Jul 02 2020 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

Ikya Confidential
Page 6

Offer No: QS1960220

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QUESS Corp Limited (Formerly IKYA Human Capital Solutions)

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 550103, Karnataka, India

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FACULTY

HOD

PRINCIPAL

Q. NO.	KEY ANSWER	MARKS	CO'S

ACS College of Engineering
 Approved by AICTE New Delhi, Affiliated to VTU, Belagavi
 (A Unit of Rajarajeswari Group of Institutions)



SEM: I SUB-CODE/NAME:18CHE12/Engineering Chemistry FACULTY NAME: Dr. M S Shivakumar

DEPARTMENT OF CHEMISTRY
INTERNAL ASSESSMENT TEST III : SCHEME AND SOLUTIONS

For **QUESS Corp Limited.**



Tej Hans Raj Singh

COO Staffing

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name:.....

Signature:.....

Place:.....

Date:.....

26	Mrs.Salma Rosline Mary	Asst. Professor	TCE
27	Ms.Usha.K.S	Asst. Professor	TCE
28	Mrs.Ashlin nimo.J.R	Asst. Professor	MBA

(ii) ACS of College of Engineering

Sl. No	Name of The candidate	Designation	Department
1	Mr. Prasad A Y	Asst. Prof	CSE
2	Mr. Harish. L	Asst. Prof	ECE
3	Mrs. Tejaswini B R	Asst. Prof	Civil
4	Mrs. Indumathy V	Asst. Prof	Civil
5	Mr. Vinay A.N	Asst. Prof	ME

(Dr.Ravi Kumar B)

(Dr. S G Shankara reddy)

(Dr.Eswaramoorthy)

(Dr. Vijaya Prakash A.M)

(Dr.Swarnajothi)

(Dr.H.B.Bhuvaneswari)

(Dr. H.B Nagesh)

(Dr. Arunachalam)

(Dr.Patil S.S)

(Dr.J.Prakash)

(Dr. Usha Sakthivel)

(Dr.T.Senthil Kumaran)

(Dr.P.M.Ravindra)

(Dr. Sathish)

(Dr.D.L Venkatesh Babu)

Annexure A**Compensation Sheet**

Offer No: QS1960220

Associate Name: **MAKAM S MEGHANA**Designation: **Graduate Trainee Engineer**Location: **BANGALORE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	16000	192000
House Rent Allowance	6400	76800
City Compensatory Allowance	2525	30300
Statutory_bonus	1333	15996
Gross Salary	26258	315096

Employer's Contribution		
Employer Provident Fund	2075	24900
Total Contribution	2075	24900
Cost to Company: (CTC)	28333	339996

Deduction: (Subjected to change)		
Provident Fund	1920	23040
Professional Tax	200	2400
Total Deduction	2120	25440
Net Take Home	24138	289656

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QUESS Corp Limited (Formerly IKYA Human Capital Solutions)

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quescorp.com> | Toll Free No: 1800-208-9900

6 a) Explain the construction and working of P-channel enhancement type MOSFET.

MOSFET stands for Metal Oxide Semiconductor Field Effect Transistor. The mosfet is a capacitor operated transistor device. The capacitor plays an essential role for operating a MOSFET. We also call the device as **Insulated Gate Field Effect Transistor (IGFET)** or **Metal Insulator Field Effect Transistor (MIFET)**. Why we call so we will understand when we look into the constructional features of this transistor device. We must take a look into the construction of MOSFET while going through the working principle of mosfet. Construction wise we can categorise the device into four types.

P - Channel Enhancement MOSFET

We also call the p channel MOSFET as PMOS. Here, a substrate of lightly doped n-type semiconductor forms the main body of the device. We usually use silicon or gallium arsenide semiconductor material for this purpose. Two heavily doped p-type regions are there in the body separated by a certain distance L . We refer this distance L as channel length and it is in order of $1\ \mu\text{m}$. Now there is a thin layer of silicon dioxide (SiO_2) on the top of the substrate. We may also use Al_2O_3 for the purpose but SiO_2 is most common. This layer on the substrate behaves as a dielectric. There is an aluminum plate fitted on the top of this SiO_2 dielectric layer.

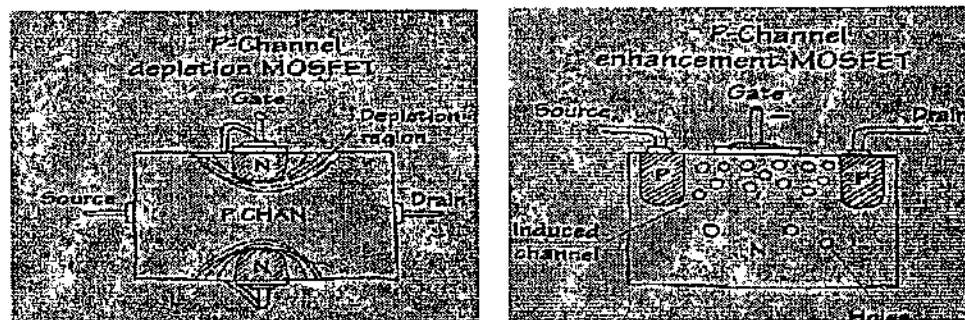
P-Channel MOSFET Basics: A P-Channel MOSFET is a type of MOSFET in which the channel of the MOSFET is composed of a majority of holes as current carriers. When the MOSFET is activated and is on, the majority of the current flowing are holes moving through the channels. This is in contrast to the other type of MOSFET, which are N-Channel MOSFETs, in which the majority of current carriers are electrons.

Before, we go over the construction of P-Channel MOSFETs, we must go over the 2 types that exist. There are 2 types of P-Channel MOSFETs, enhancement-type MOSFETs and depletion-type MOSFETs.

A depletion-type MOSFET is normally on (maximum current flows from source to drain) when no difference in voltage exists between the gate and source terminals. However, if a voltage is applied to its gate lead, the drain-source channel becomes more resistive, until the gate voltage is so high, the transistor completely shuts off. An enhancement-type MOSFET is the opposite. It is normally off when the gate-source voltage is 0V ($V_{GS}=0$). However, if a voltage is applied to its gate lead, the drain-source channel becomes less resistive.

In this article, we will go over how both P-Channel enhancement-type and depletion-type MOSFETs are constructed and operate.

P-Channel MOSFETs are Constructed Internally



An P-Channel MOSFET is made up of a P channel, which is a channel composed of a majority of hole current carriers. The gate terminals are made up of N-type material.

Depending on the voltage quantity and type (negative or positive) determines how the transistor operates and whether it turns on or off.

Group Medi-claim Insurance :You and your approved dependent family members (Spouse+2 kids) are eligible to enroll in company's group medical insurance policy



Tej Hans Raj Singh
COO Staffing



This is a system generated letter

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-208-9900

69.	CHARITHA N	19/10/2000	F	OBC	1ST SEM	I	
70.	NITHYASRI B S	08/08/2000	F		1ST SEM	I	
71.	NIDHISHREE V	05/09/2000	F		1ST SEM	I	
72.	HIMASHREE GOWDA K S	06/06/2000	F		1ST SEM	I	
73.	DHARSHINI H S	17/12/1999	F		1ST SEM	I	
74.	SHAMS FATHIMA	26/10/2000	F	MUSLIM	1ST SEM	I	
75.	SWATHI S	23/04/2001	F		1ST SEM	I	
76.	CHAITANYASHREE	03/08/1999	F		3RD SEM	II	1AH17CS017
77.	KOMALA S	26/08/2000	F		3RD SEM	II	1AH17CS027
78.	AJITH B	08/08/1999	M		3RD SEM	II	1AH17CS007
79.	SHARATH KUMAR R	07/07/2000	M		3RD SEM	II	1AH17CV039
80.	YESHWANTH NAGENDRA	04/01/2000	M		3RD SEM	II	1AH17CV050
81.	SHALINI R	11/06/1999	F		3RD SEM	II	1AH17CV037
82.	VISHNUPRASAD S	15/09/1999	M		3RD SEM	II	1AH17AE052
83.	VARSHITHA M	15/02/2000	F		3RD SEM	II	1AH17CV048
84.	SHREE GOWRI	10/01/2000	F		3RD SEM	II	1AH17BM028
85.	PRAJWAL R	22/06/1999	M		3RD SEM	II	1AH17AE029
86.	RAKSHITH P.GOWDA	14/12/1998	M		3RD SEM	II	1AH17AE032
87.	SHRAVAN KUMAR	02/06/1999	M		3RD SEM	II	1AH17AE042
88.	JOEL VINCE	08/10/1998	M		3RD SEM	II	1AH17AE019
89.	DEEPIKA D		M		3RD SEM	II	1AH17CS019
90.	HIMA BINDU		F		3RD SEM	II	1AH17CS023
91.	SAHANA S		F		3RD SEM	II	1AH17CS061
92.	NISHA K RAJ	22/11/1998	F		3RD SEM	II	1AH17CV023
93.	JAYADRATH SUDHAKAR POOJARY	25/09/1999	M		3RD SEM	II	1AH17AS014
94.	MOHAMMED SAQLAIN SAFA MEHDI	16/04/1999	M	MUSLIM	3RD SEM	II	1AH17AS020
95.	MINHAZUL HUSSAIN	21/09/1998	M		3RD SEM	II	1AH17AS019
96.	AMRUTHA H R	07/04/2000	F	OBC	3RD SEM	II	1AH17AS005
97.	ARPITHA M B	10/08/1998	F		3RD SEM	II	1AH17AS007
98.	ANANYA U MANVI	06/02/2000	F		3RD SEM	II	1AH17AE005
99.	HARSHINI G	27/02/1999	F		3RD SEM	II	1AH17AE016
100.	TEJASWINI B M	18/08/1999	F	2A	3RD SEM	II	1AH17AE047
101.	HARSHITHA G	27/02/1999	F		3RD SEM	II	1AH17AE017
102.	AKSHATHA R D	14/02/1999	F		3RD SEM	II	1AH17AE003
103.	PUSHPA P	05/11/1999	F		3RD SEM	II	1AH17CV028
104.	NIVEDITHA R	20/03/2000	F		3RD SEM	II	1AH17AE028
105.	PRAVEEN S GOWDA	04/03/1999	M		3RD SEM	II	1AH17CV026
106.	DEEPIKA M	26/09/1999	F	SC	3RD SEM	II	1AH17AE014
107.	A MONISH	27/12/1999	M		3RD SEM	II	1AH17AS001
108.	ALLAN C	26/02/1999	M	SC	3RD SEM	II	1AH17CS008
109.	ANOO P N	03/07/1998	M	OBC	5TH SEM	III	1AH16ME005
110.	ABHIJEETH B R	04/12/1998	M		5TH SEM	III	1AH16ME001
111.	LOHITH R	11/12/1997	M	OBC	7TH SEM	IV	1AH15EC018
112.	HARSHADH JAIN	21/11/1997	M	OBC	7TH SEM	IV	1AH15EC012
113.	AMRUTHA GOWDA	19/12/1998	F		5TH SEM	III	1AH16AE006
114.	MADHUSHREE	09/12/1998	F		5TH SEM	III	1AH16AE019
115.	PALLAVI	01/04/1999	F		5TH SEM	III	1AH16BM017
116.	PREETHI C.GOWDA	03/03/1999	F		5TH SEM	III	1AH16BM019
117.	PALLAVI K.S	05/05/1998	F		5TH SEM	III	1AH16AE030
118.	SHREYAS	14/03/1998	M		5TH SEM	III	1AH16BM028

No. Of Boys : 64 Girls 54 Boys Total 118

Certified that :

1. The particulars filled in this list are correct.
2. The students have applied in the prescribed form and have actually been enrolled as NSS /Volunteers.

Signature Programme Officer

Signature Principal

Date

Date Unit No.....



SIX 30 LABS

CODE. EAT. REPEAT

#5C/501, "George Court",
5th Main, II Floor, HRBR 2nd Stage,
Kalyan Nagar, Bangalore - 560043.

Office: +91 80 4208 7819

+91 80 2545 6337

www.six30labs.io

09th June, 2021

Jattesh Hittinahalli,
No.36, 16th cross, Kengeri Upanagar
Bengaluru.

Dear Jattesh,

On behalf of Tech630 Software Pvt. Ltd ("Tech630" or the "Company"), I am pleased to offer you the position of **Software Development Engineer-1**. This employment Agreement between you (the "Employee") and the Company is entered into with effect from **14th June 2021**.

Section 1. Probationary Period

There is an initial probationary period of **Three months**. During this period Internship can be terminated by the Company by giving thirty days of notice period. If the intern chooses to resign during the probationary period, he/she will have to serve a notice period of one month. A letter, notifying the Employee of his/her appointment to permanent staff, will be issued at the end of a successfully completed Probationary Period.

Section 2. Compensation.

Your starting annual salary will be **INR 2,50,000 per year**. Please refer to annexure I for the salary break up & Total CTC. Future increments in salary are dependent on employee performance and are solely at the Company's discretion.

Section 3. Position/Duties

The Employee shall serve as the **Software Development Engineer-1** for the Company. In this capacity the Employee shall have such duties, authorities and responsibilities commensurate with the duties, authorities and responsibilities of persons in similar capacities in similarly sized companies. In addition to this the Employee may be required to travel to client locations both inside the city of Bangalore as well as outside (PAN India). If such a need arises then all travel expenses shall be borne by the Company. Employment Term shall consist of a one and half year period, commencing on the joining date and shall continue until properly terminated pursuant to the terms of this appointment.

Section 4. Annual leave

- a) During the probation period, there are no leaves and if taken will be considered as loss of pay. In addition to public holidays, the Employee is entitled to 12 days of casual leave per year (April 1st to March 31st)
- b) Absence due to illness: The Company must be notified as early as possible in event of illness. The employee can take a maximum of 12 sick days per year.



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+91 80 2545 6337

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- c) **Compassionate leave:** This will be granted at the discretion of the Company on a case-by-case basis.
- d) **Leave of Absence:** Approval and duration of unpaid personal leave shall be at the discretion of the Company.

Section 5.

Grievances

Any Employee who has a grievance relating to his/her employment or work environment should file an official complaint and bring it to the Company's notice. The Company will do its best to resolve the grievance as expeditiously and fairly as possible. The Company's ruling shall be regarded as just and will be accepted as the final word on the subject.

Section 6.

Termination

The Employee's employment Agreement shall terminate if any of the following occur:

- a) **Disability:** Immediately upon written notice by the Company to Employee of termination due to Disability. For purposes of this Agreement, "Disability" shall be defined as the inability of the Employee to have performed his/her material duties hereunder due to a physical or mental injury, infirmity or incapacity for 180 days (including weekends and holidays) in any 365-day period, with or without reasonable accommodations as defined (and if required) by applicable government laws. The existence or nonexistence of a Disability shall be determined by an independent physician selected by the Company and reasonably acceptable to the Employee.
- b) **With Cause:** Immediately upon written notice by the Company to the Employee of a termination for Cause. "Cause" shall mean:
- (i) Intentionally and continually failing substantially to perform his/her reasonably assigned duties with the Company. This failure has continued for a period of at least 30 days after a written notice of demand for substantial performance has been delivered to the Employee, signed by a duly authorized member of the Board.
 - (ii) The Employee has committed an act of fraud, theft or dishonesty against the Company or any act or omission intended to result in the personal enrichment of Employee, at the expense of the Company.
- c) **Without Cause:**
- (i) Initiated by the Company: If there is no cause for termination, the Company will have to give a 3 months' notice period to the Employee prior to termination or compensate him/her with the equivalent pay.
 - (ii) Initiated by the Employee: If the Employee wishes to terminate the Agreement then he/she will have to give the Company a 3 months' notice period before he/she can do so.



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You are required to submit the following:

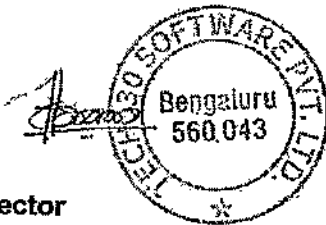
- Copy of Income Tax PAN Card
- Permanent Address proof.
- Xerox copies of all your educational and experience certificates.
- Five colour passport-size photographs.
- Previous Experience Certificates
- Previous company last 3 month salary slip/Salary certificate
- Bank statement 3months showing salary credited.
- Last company accepted resignation letter/relieving letter.
- Blood Group and Contact Telephone Number
- Self-attested Photo ID

On behalf of Six30 Team we congratulate you on your new employment and the decision to join an innovative group of people working in a fast-paced and challenging industry. We look forward to your future contribution towards Six30's growth.

Please confirm your acceptance of this offer on or before **13th June 2021** either by mail or by signing the copy of this letter and returning it to the HR-Department. You are required to report at our office on **14th June, 2021**.

Welcome to SIX30 LABS!

Abraham George



Director

Declaration

I hereby declare and affirm that I have carefully studied and understood the terms and conditions of employment herein detailed and undertake to abide by the terms and conditions.

I will join company by _____

Signature of Applicant _____

Date: _____

Note: Please bring the original documents as mentioned above for verification & these shall be returned & signed copy of your Resume to be submitted on the day of joining. You will also be required to sign the Non-Competition and confidentiality agreement at the time of joining.



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Annexure

Name: Jattesh Hittinahalli

Designation: Software Development Engineer-1

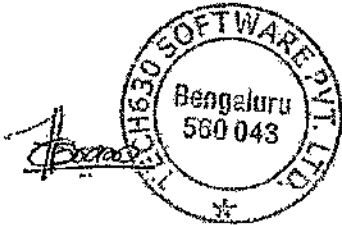
Components	Per Month	Per Annum	Deductions	Amount (Rs)
Basic	8,333	99,996	Co PF	Nil
HRA	3,333	39,996	Employee PF	Nil
Conveyance	1,600	19,200	Professional Tax	200
Spl. Allowance	6,317	75,808	Employee ESI	Nil
Co PF	Nil	Nil	Income Tax (as applicable)	Nil
LTA**	Nil	Nil		
Medical ***	1,250	15,000		
Total Earnings	20,833	2,50,000	Total Deductions	200
Annual bonus*				
CTC	20,833	2,50,000		

*Annual bonus:

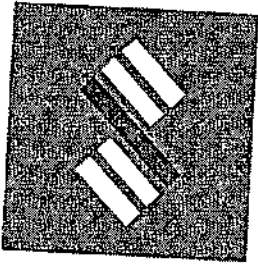
Annual bonus will be given on the bases of performance and is at the Company's discretion.

***Medical :

Taxable if bills are not produced



Abraham George
Director



Saggezza India Private Limited
Registered Office:
9E, 9th Floor I.I.T Madras Research Park
Kanagam Road, Taramani
Chennai - 600 113
India

SAGGEZZA

December 18, 2020

Ms. Tejaswini
Bangalore

Dear Tejaswini,

We are pleased to offer you a position in **Saggezza India Private Limited** as "Trainee **Software Engineer - Grade I0**" under the following terms:

Date of joining:

We would like you to join not later than **December 21, 2020** and confirm your acceptance by returning a signed copy of this offer letter. You would be on probation for a period of **6 months** from the date of joining, at the end of which your position may be reviewed based on your performance.

Total Cost to Company:

Your cost to company will comprise of **INR. 3,85,000/-**

Fixed Annual Compensation:

Your fixed Annual Compensation from the effective date will be **INR. 3,50,000/-** this will include the following components:

- Basic salary
- House Rent Allowance
- Flexible Expense Program
- Employer's Contribution towards Provident Fund

The Flexible Expense Program includes Telephone, Leave Travel and Conveyance benefits and will be designed to give you tax shields as allowed by Indian Income Tax laws in force. Your compensation will be reviewed annually and prorated from your date of joining. Performance variable payout will depend on performance rating and /or utilization.

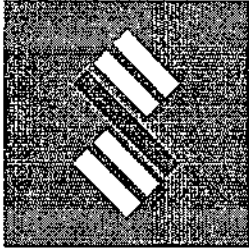
Performance Variable Pay Out:

You will be entitled for a performance variable pay out of **INR. 35,000/-** per annum which is payable half yearly based on your Key Result Areas as defined at the start of the quarter.

Saggezza is a proven technology and consulting partner delivering personalized, high-value solutions to accelerate business growth.

www.saggezza.com

CIN U72200TN2005PTC057542



Saggezza India Private Limited
Registered Office:
9E, 9th Floor I.I.T Madras Research Park
Kanagam Road, Taramani
Chennai - 600 113
India

SAGGEZZA

Performance variable payout will be paid out twice a year. 50% of the performance variable payout will be paid out in September/October appraisal cycle and the balance 50% will be paid out in March/April appraisal cycle. Payout will be based on confirmation

Earned Leave:

You will be entitled in accordance with Company's leave policy.

Termination:

You will be required to provide us with 1 months' notice in case you decide to terminate your employment at Saggezza during probation. Post probation, the required notice period will be for 2 months.

Any significant or undisclosed discrepancies found during the Back-Ground Verification, initiated by Saggezza or one of its clients will lead to immediate termination of your employment.

Taxes:

You will be responsible for your own taxes and the company will deduct taxes at source from your salary as per the existing tax laws of India.

Confidentiality & Intellectual Property:

You will abide by the company policies in force on keeping confidentiality of company business information and protection of company's intellectual property.

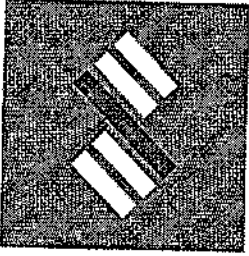
Exclusive employment:

You will agree to work exclusively for the company while in its employment and abide by the company policy on exclusive employment and non-compete. Your individual remuneration is purely a fact between you and the company and has been arrived at based on your professional merit and the company's prevailing compensation guidelines. You are required to maintain this information and any changes hereafter, as strictly personal and confidential

Saggezza is a proven technology and consulting partner delivering personalized, high-value solutions to accelerate business growth.

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CIN U72200TN2005PTC057542



Saggezza India Private Limited
Registered Office:
9E, 9th Floor I.I.T Madras Research Park
Kanagam Road, Taramani
Chennai - 600 113
India

SAGGEZZA

ANNEXURE 1

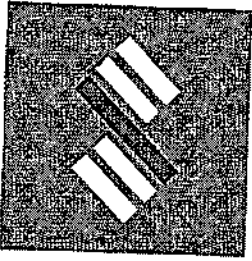
LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ON DATE OF JOINING TO FACILITATE JOINING, BACKGROUND VERIFICATION / VALIDATION AND APPOINTMENT PROCESS AT SAGGEZZA INDIA PVT.LTD.

DOCUMENTS NEEDED FOR JOINING	
TWO SETS OF PHOTOCOPY OF THE FOLLOWING DOCUMENTS	
S.NO.	PARTICULARS
1	Copy of Offer Letter/Appointment Letter from last employer – (If Any)
2	Relieving & Experience Letters from all previous employer/employers (If Any)
3	Graduation/Post Graduation Certificates (convocation)
4	Copy of all Marks Cards (10 th + 12 th +Grad +PG)
5	Copy of any certifications received
6	4 Passport Size photographs (with white background)
7	Proof of Last drawn salary – Last 3 pay slips
8	Copy of Passport
9	Copy of Pan Card & Aadhar Card
10	Current Address Proof
11	Blood Group
12	Soft copy of your photograph to be mailed to hrd@saggezza.com
13	Address details with 'From' and 'To' for the last 10 years (Address where you resided. Proofs not required)
PLEASE CARRY YOUR ORIGINALS FOR VERIFICATION	

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www.saggezza.com

CIN U72200TN2005PTC057542



Saggezza India Private Limited
Registered Office:
9E, 9th Floor I.I.T Madras Research Park
Kanagam Road, Taramani
Chennai - 600 113
India

SAGGEZZA

STACK - UP

<i>S.no</i>	<i>Salary Components</i>	<i>Annual Comp.</i>	<i>Monthly comp.</i>
A	Basic Pay	212,616	17,718
B	House Rent Allowance	73,256	6105
C	Bonus	42,528	3,544
		328,400	27,367
	Provident Fund - Employers Contribution	21,600	1,800
	Variable Pay-out	35,000	
	Cost to Company	385,000	

Note:

- Deductions will be made towards Professional Tax, Employee Contribution towards provident Fund, Income Tax & ESI as applicable.
- Basic salary restricted to Rs.15, 000/- for Provident Fund calculations.
- Your salary review shall be in accordance with the Appraisal Guidelines of the Company.
- On the date of joining, you would be required to furnish photocopies of the original documents and other listed information in Annexure I. Please note that the submission of all the documents is mandatory to facilitate joining, background verification / validation and appointment process at Saggezza India Pvt. Ltd.

I have read the terms and conditions of the offer and I hereby accept the same.

Signed:

Dated:

Saggezza is a proven technology and consulting partner delivering personalized, high-value solutions to accelerate business growth.

www.saggezza.com

CIN U72200TN2005PTC057542

Date: 18 Oct, 2021

Sahana TN
Bengaluru.

Dear Sahana,

We are pleased to offer you the position of **Software Engineer** starting 25 Oct 2021. Attached are the specific terms and conditions of our offer – please read these important details carefully, including your compensation and benefits detailed on page 5.

Acceptance and Commencement

Your appointment will be effective on your joining date, which is expected to be **no later than 25 Oct 2021**. Please contact us immediately once you have a joining date identified. If you do not confirm your acceptance by 20th Oct 2021 and provide a mutually agreeable joining date, else this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Respond via email to careers@perfaware.com with a copy to navya_patil@perfaware.com and prashant_dodamani@perfaware.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 careers@perfaware.com/navya_patil@perfaware.com/prashant_dodamani@perfaware.com at least 2 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 2 days from the joining date specified above.

Before your joining date, please share scanned copy of (i) the photocopy of this letter duly signed and dated by you; (ii) self-photograph (passport sized, color photo with a white background), (iii) the following 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 resignation acceptance letter from your most recent employer. If you have been employed for 1 year or less with the most recent employer, you must also provide a relieving letter or resignation acceptance letter from the prior employer. Include your employee number with such previous employer(s).
- Proof of identity. 1 copy of photocopy of any one of the following documents: passport, driving license, and voter's identification card or PAN card, Aadhar 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

Sahana TN

- If you have ever changed your name at any point of time, and for any reason whatsoever, please bring supporting documents for the same
- If you have stated in your application to Perfaware that you are differently abled, please bring the disability certificate as per the prescribed format, duly filed & signed.
- Valid Indian Work Permit, If applicable.

Please note that all of the above documents are mandatory and you will not be allowed to join without them.

Please contact us via careers@perfaware.com / navya.patil@perfaware.com / prashant.dodamani@perfaware.com for any queries regarding your employment offer.

CONFIDENTIAL

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

1. You will be working from Bengaluru and travelling within Bengaluru or India on requirement basis. However; your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer/deputation will be in accordance with the Company's rules being in force at the time.
2. Your employment with the Company is at all times subject to you having a valid work permit from the Government of India (This will apply in case you are not a resident of India). It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join.
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 considered to be confirmed in the services of the company from your date of joining. 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. In case of Performance issues observed and raised by the company/team lead, Company might put you on PIP (Performance Improvement Plan) for a period as appropriately decided by the company and/or terminate if considerable improvement is not shown with 30 day's notice or basic salary in lieu thereof.
8. You will retire from the services of the Company on attaining the age of superannuation [58 years].
9. 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).
10. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

11. 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.
12. 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.
13. 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.
14. Information pertaining to Perfaware India 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.
15. 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.
16. 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.
17. 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.
18. If the joining date happens to be on a Festival or National or Public holiday/Company Holiday, then the next business day will be your Joining date. Joining date can be extended upto 1 week from the date mentioned in this offer letter upon mutual agreement.
19. **Service Agreement Period:** If you undergo any cross trainings on hot skills such as IBM OMS, Salesforce Commerce Cloud in Perfaware, you are required to meet Perfaware's client's requirement of stability in the company/project. You would serve Perfaware India Pvt Ltd., a minimum of 18 months from the date of training completion. However, in the event that you resign from your employment, at any time within this 18 months from your date of joining, company will be within their rights to recover the training cost it has incurred. The company will also be within their rights to withhold your experience and relieving letter in this case.

We at Perfaware are delighted to have you as part of our team and hope you are as excited to join us. 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 careers@perfaware.com on or before your on boarding day.

Sincerely,



Prashant Dodamani
Associate Manager – Human Resources

CONFIDENTIAL

Compensation Details :

Name : Sahana TN

Salary Components	Annual (in INR)	Monthly (in INR)
Basic + DA	1,04,312	15,000
HRA	41,725	6,000
Special Allowance	1,14,743	13,747
Sub Total	2,60,780	34,747
Retirement & Other Benefits		
Employer PF	12,517	1,800
Gratuity	5,017	722
Health Insurance	21,685	1,807
Total Retirement & Other Benefits	39,220	3,268
Gross Fixed CTC (I + II)	3,00,000	38,015
Performance Bonus*	50,000	4,167
Cost to Company	3,50,000	42,182

Description
40% of Gross Salary
40% of Basic Salary
12% of Basic Salary (limited to Rs.1800 pm)
4.81% of Basic Salary
Applicable where ESI is not applicable
*Payable Annually

Your total annual CTC will be Rs. 3,50,000.00 (Rupees Three Lakh Fifty Thousand only) It includes an annual Performance Bonus component of Rs. 50,000.00 (Rupees Fifty Thousand only). Your guaranteed base salary/Gross Salary Fixed per year payable monthly in accordance with Company's standard payroll practice. The annual bonus payable will be calculated on the basis of your performance and company performance and Utilization. The bonus amount is not guaranteed. The bonus is typically paid annually each year. The salary and the bonus component are subject to applicable withholding of taxes as required by law.

Notes:

- **Other Benefits:**
 - Group Medical Insurance-- As part of Group Medical Insurance Employee, Spouse, 2 kids and Parents will be covered.
 - Provident Fund, you can be part of Voluntary PF (VPF) too.
- Income tax deduction from salary is based on approximate calculation of IT
- Deductions from monthly CTC will include Employee contribution of PF, Gratuity, Income Tax on approximate calculation of IT, Professional tax as per the state you work in.

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS:

I agree that I have read, understood, and accept employment with Perfaware India under the terms and conditions stated above.

Signature:

Date:

Sahana TN



Advancing logistics together

LogiSoftware India Private Limited.
Bangalore.

Date: 28th December 2020

To,

Ms. Yashaswini S,

This letter is to inform you that LOGISOFTWARE has selected you to serve as "Process Associate (Accounts)" at our Bangalore, India office. You will involve with the BPO Team.

LOGISOFTWARE will pay you Rs 13300 per month (Thirteen Thousand Three Hundred Rupees Only) inclusive of all Statutory Benefits. Your joining date is on or before 28th December 2020. If you have any questions please let us know.

Thank you for your interest in working with us.

Sincerely,

Ramasamy Deivanayagam
Senior Manager – Software Development
Authorized Signatory

Bangalore

09-10-2021

HR/ESCI/KA1399

Employment Service Certificate

This is to certify that Mr. Preetham Rao B R was employed with us from 08th February 2021 to 09th October 2021.

The particulars of his service at the time of leaving the company are as under:

Employee ID	:	KA1399
Designation	:	Business Development Executive
Department	:	Pre Sales
Gross Annual Compensation	:	INR 1,20,000 / -
Reason for leaving	:	Resignation

During his tenure with us, he has been found to be sincere and dedicated.

We wish you all the best in your future endeavors.

Your's Faithfully,

FOR
J. Singh

ANANTH PRASATH. P
CHIEF EXECUTIVE OFFICER



Date: Mar 01, 2021
Offer No : QS2143905

#1, KEMPAGONDANAHALLI, CHOLANAYAKANAHALLI(P), TAVAREKERE (HOBLI),
BANGALORE - 562120N

Bengaluru
KARNATAKA

EMPLOYMENT CONTRACT

We are pleased to offer you employment at QUESS Corp Limited for a employment contract as per the following terms:

DEPUTATION:

- You are deputed to Client Place under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract

TENURE:

The term of your Contract shall be valid from MAR 03, 2021

COTERMINOUS:

Your Employment shall be co-terminous with the project/work for which you are deputed and the same shall end as and when the project/work ends at the appointed location

LOCATION:

- You are required to work at client's location at BENGALURU.

POSITION:

You are appointed as ASSOCIATE TECHNICAL ENGINEER SERVICE.

REMUNERATION:

The details of your salary break up with components are as per the enclosure attached herewith.

PROBATION:

Unless otherwise notified to you in writing this contract of employment would be valid as per company's service agreement with client.

WORKING HOURS:

You will follow the working hours of the client where you will be deputed. You may have to work

Ilya Confidential

Offer No : QS2143905

Page 1

This is a system generated letter

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quesscopy.com> | Toll Free No: 1800-572-3333

2019



ACS COLLEGE OF ENGINEERING

#207, Kambipura, Mysore road, Bangalore-74

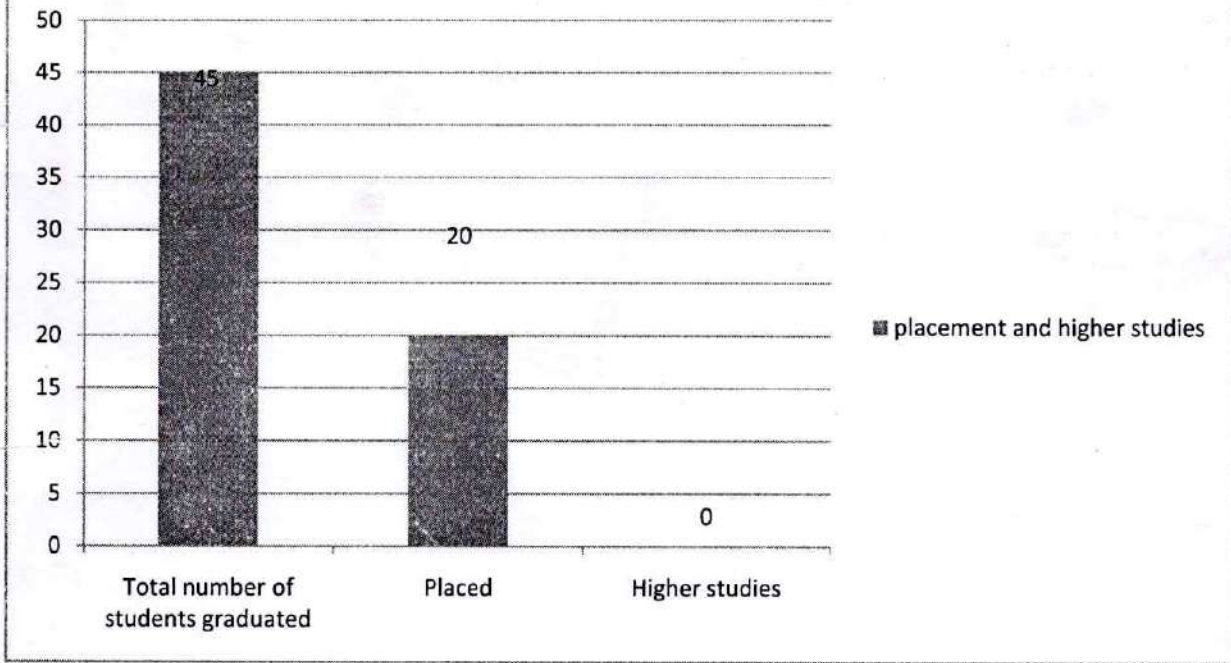
Department of Computer Science & Engineering



Placement details of 2019- TILL DATE

Sl.No	Total number of students graduated	Placed	Higher studies
1	45	20 <i>(33)</i>	---

placement and higher studies





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Department of Computer Science & Engineering Placement details of 2019

Sl. No.	Name	USN	Branch	YOP	Company Name	Company Website	Date of Interview	Campus ON/OFF
1	Chaitra V	1AH15CS013	CSE	2019	Elintlabz	Elintlabz.in	25-09-18	ON
2	Harshitha K	1AH15CS016	CSE	2019	Elintlabz	Elintlabz.in	25-09-18	ON
3	Kruthika L	1AH15CS022	CSE	2019	Elintlabz	Elintlabz.in	25-09-18	ON
4	Niranjan B S	1AH15CS032	CSE	2019	Elintlabz	Elintlabz.in	25-09-18	ON
5	Sohini D S	1AH15CS053	CSE	2019	Elintlabz	Elintlabz.in	25-09-18	ON
6	Sushma	1AH15CS056	CSE	2019	Elintlabz	Elintlabz.in	25-09-18	ON
7	Puneet Singh	1AH15CS040	CSE	2019	HealthAsyst	www.healthasyst.com	15-11-18	ON
8	Pooja K	1AH15CS035	CSE	2019	Infosys Ltd.	www.infosys.com	20-11-18	ON
9	Puneet Singh	1AH15CS040	CSE	2019	Infosys Ltd.	www.infosys.com	20-11-18	ON
10	Ranvir Rana	1AH15CS045	CSE	2019	Infosys Ltd.	www.infosys.com	20-11-18	ON
11	Ankit Kumar Singh	1AH15CS007	CSE	2019	Trade Ocean Shipping	tradeocean.co.za	29-10-18	ON
12	Nayandeep Sen	1AH15CS030	CSE	2019	Trade Ocean Shipping	tradeocean.co.za	29-10-18	ON
13	Mohit Asati	1AH15CS027	CSE	2019	Trade Ocean Shipping	tradeocean.co.za	29-10-18	ON
14	Puneet Singh	1AH15CS040	CSE	2019	Trade Ocean Shipping	tradeocean.co.za	29-10-18	ON
15	Ranajay Maity	1AH15CS044	CSE	2019	Trade Ocean Shipping	tradeocean.co.za	29-10-18	ON
16	Harshitha K	1AH15CS016	CSE	2019	Verzeo	verzeo.in	29-10-18	ON
17	Boomika	1AH15CS061	CSE	2019	Qspiders	www.qspiders.com	01-02-19	ON
18	Priyanka H J	1AH15CS039	CSE	2019	Qspiders	www.qspiders.com	01-02-19	ON
19	Bhagyashree	1AH15CS011	CSE	2019	Qspiders	www.qspiders.com	01-02-19	ON
20	Sri lakshmi K	1AH15CS054	CSE	2019	Nine Labs	www.ninelabs.com	14-09-19	ON

8

9



ACS COLLEGE OF ENGINEERING

#207, Kambipura, Mysore road, Bangalore-74

Department of Computer Science and Engineering

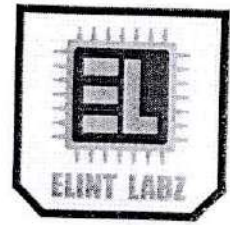


Academic Year: 2018-19
VIII Sem

Sl.No	Name of the Student	USN
1.	Diwakar Reddy.S.K	1AH14CS010
2.	Nethra J	1AH14CS021
3.	Rajshekar N.S	1AH14CS026
4.	Akshatha.D	1AH14CS040
5.	Abhishek Gowda D	1AH15CS002
6.	Anannya P	1AH15CS006
7.	Ankit Kumar Singh	1AH15CS007
8.	Ashokkumar N	1AH15CS009
9.	Bhagyashree Y	1AH15CS011
10.	Bhavya P S	1AH15CS012
11.	Chaitra V	1AH15CS013
12.	Harshitha G N	1AH15CS015
13.	Harshitha K	1AH15CS016
14.	Harshitha.M	1AH15CS017
15.	Kavyashree R	1AH15CS021
16.	Kruthika L	1AH15CS022
17.	Kruthika M P	1AH15CS023
18.	Likhith S	1AH15CS025
19.	Mohit Asati	1AH15CS027
20.	Monisha S	1AH15CS028

21.	Nayana R	1AH15CS029
22.	Nayandeep Sen	1AH15CS030
23.	Niranjani B S	1AH15CS032
24.	Om Prakash Sharm	1AH15CS033
25.	Pooja.K	1AH15CS035
26.	Prakash Upadhyaya	1AH15CS037
27.	Priyanka H J	1AH15CS039
28.	Puneet Singh	1AH15CS040
29.	Rachana N.R.	1AH15CS041
30.	Rakshita B S	1AH15CS043
31.	Ranajay Maity	1AH15CS044
32.	Ranvir Rana	1AH15CS045
33.	Revathi T	1AH15CS046
34.	Sharanya G	1AH15CS050
35.	Shehnaaz Banu T	1AH15CS052
36.	Sohini D S	1AH15CS053
37.	Sree Lakshmi K	1AH15CS054
38.	Sushma	1AH15CS056
39.	Syed Waseem Pasha	1AH15CS057
40.	Varshini R	1AH15CS058
41.	Vidhyaa B	1AH15CS059
42.	Sandeep K	1AH15CS060
43.	Bhoomika.S	1AH15CS061
44.	Jayashree T	1AH16CS400
45.	Lingaraju G.N	1AH16CS401

EEDT - 2019 Selection -- ACS College of Engineering



List of selected students:

Sl. No	Full Name	Roll No.
1	Chaitra V	1AH15CS013
2	Harshad Jain A	1AH15EC012
3	Harshitha K	1AH15CS016
4	Kruthika L	1AH15CS022
5	Lisha S	1AH15EC016
6	Lohith R	1AH15EC018
7	Niranjan B S	1AH15CS032
8	Niranjan R Kumar	1AH14EC018
9	Shwetha Subbarao	1AH15EC036
10	Sohini D S	1AH15CS053
11	Sushma	1AH15CS056
12	Swathi S	1AH15EC042

Total 12 students

Date: 01 October 2018

Kalpeshkumar
Kalpeshkumar Gupta

Page 1 of 1

Elint Labz (Division of Ajaramara Dynamics Pvt. Ltd.)
Comm. Office: #677, 1st Floor, Suite No. 345, 13th Cross Road,
27th Main Road, 1st Sector HSR Layout, Bengaluru 560102 KA
+91 80250 43120 hello@elintlabz.in
www.elintlabz.in



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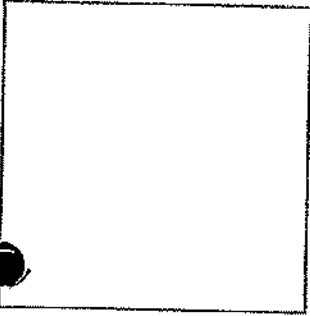
Madam,

I've attached the list of selected students. Though we did not get 15 students, since the college is in Bangalore, the core team has decided to proceed as proposed.

I've also attached a draft copy of the the MOU, please get it approved & we can finalize on the possible date for signing it.

We thank you for the support provided & for ensuring the process completes successfully.

--



Anupama Vasanth
Communications Officer

T: +91 80250 43 120 | W: +91 855 377 2525
E: hello@elintlabbz.in | W: www.elintlabbz.in

Elint Labz is a subsidiary of Ajaramara Dynamics Pvt. Ltd. (Communications Office Address: #677, 1st floor, Suite No. 345, 27th main, 13th cross, HSR Layout Sector 1, Bengaluru 560102 KA) NOTE:: The contents of this email message and any attachments are intended solely for the addressee(s) and may contain confidential and/or privileged information and may be legally protected from disclosure. If you are not the intended recipient of this message or their agent, or if this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are here by notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.



6:35 AM

4G 3

CHANGING CONCEPTS
VARDHANA

Phone: +91 8240311310
+91 8560317293

TORERO AND THE FOREST EX TRADING PVT LTD

VR Bangalore No 11B KR Puram Hobli, Bellary-16

Ref: 1998

Date: 28-02-2019

From: Mahesh Reddy, HR
TORERO AND THE FOREST EX TRADING PVT LTD
Recruitment for various positions

To: **Mr. Mahesh Reddy**
Selected through Campus Drilling

Account Lead
Software

Your role will be Software Engineer/BA and you will report to the Company's Manager Mahesh Reddy

Working Schedule

This is a [full time/interim] position requiring approximately 40 hours per week. Your regular weekly schedule will be Monday to Friday 9:00 AM to 6:00 PM.

Employment Relationship

Employment with the Company is for no specific period of time. Your employment with the Company will be at will, meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause. Any contract, representation or law that may have been made to you are superseded by the full employment offer, the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures may change from time to time, the at-will nature of your employment may only be changed or terminated by a written agreement signed by you and a duly authorized officer of the Company (other than you).

Cash Compensation

Salary

The Company will pay you a starting salary at the rate of INR 6L per year payable in accordance with the company's standard payroll schedule beginning 04/03/2019 and you will receive your first paycheck on 04/04/2019. The salary will be subject to adjustment according to the Company's employee compensation policies.

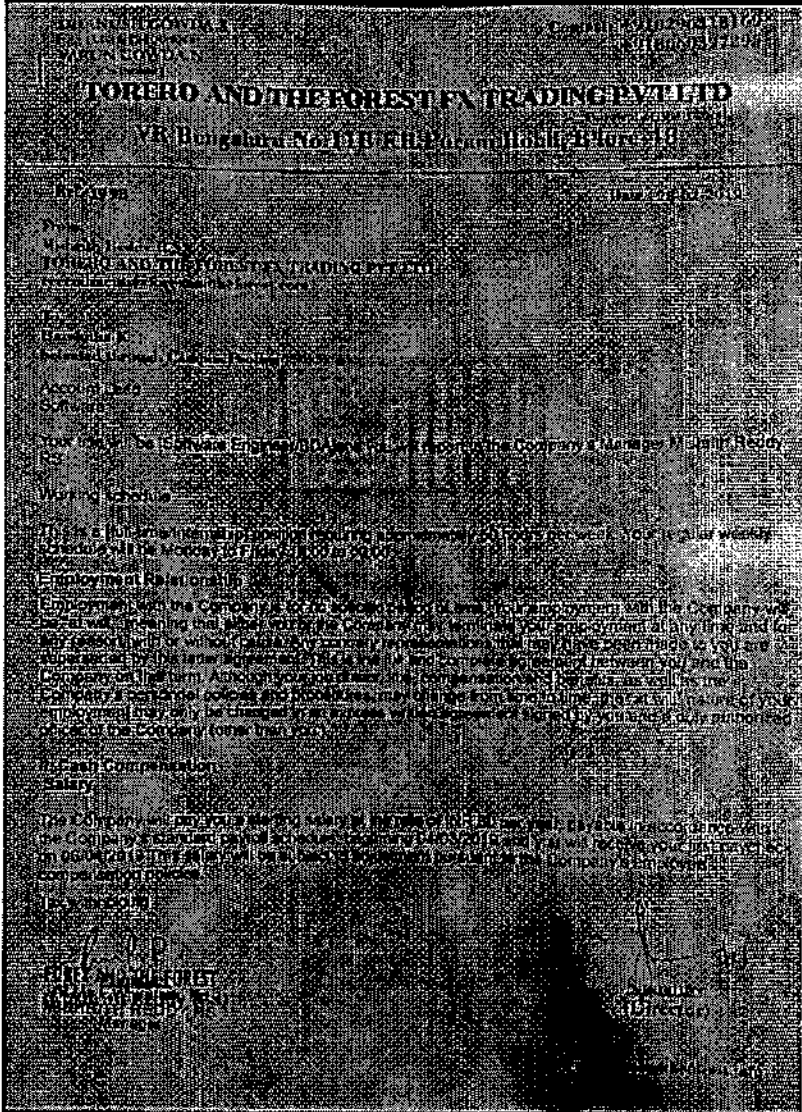
Below is howling

TORERO AND THE FOREST EX TRADING PVT LTD
Mahesh Reddy
Manager

Signature
(Director)

6:35 AM

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wd: Infosys Lex platform for Campus Recruits ✓

Ranvir Rana <ranvirrana1997@gmail.com>

Fri 12/21/2018 10:59 AM

To: Ranya Nayak <ramyanayak@acsce.edu.in>;

1 attachments (309 KB)

image001.jpg;

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

From: Varadharaj V <TA_Vardha@infosys.com>

Date: Thu, Dec 20, 2018, 6:02 PM

Subject: Infosys Lex platform for Campus Recruits

To: ranvirrana1997@gmail.com <ranvirrana1997@gmail.com>, ranacolest@gmail.com <ranacolest@gmail.com>

cid:image001.jpg@01D46C74.77986830**Dear Ranvir Rana ,**

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream and Soft Skills**. Through **Lex**, you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll



If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infosian, you have it in you to prepare well and 'crack' our assessments!

For more information, please login [here](#) using the below credentials:

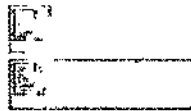
- Login ID: ranvirrana1997@gmail.com
- Password: 4zMr8ci6

Keep learning! Keep winning!

Regards,

Varadharaj V (Vardha)
VP - Talent Acquisition

Infosys Limited



Fwd: Infosys Lex platform for Campus Recruits

puneet singh <puneetsingh1427@gmail.com>

Fri 12/21/2018 10:52 AM

To: Ramya Nayak <ramyanayak@acsce.edu.in>;

1 attachments (488 bytes)

image005.png;


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

From: Varadharaj V <TA_Vardha@infosys.com>

Date: Thu, 20 Dec, 2018, 6:00 PM

Subject: Infosys Lex platform for Campus Recruits

To: puneetsingh1427@gmail.com <puneetsingh1427@gmail.com>, trifixpuneet@yahoo.com <trifixpuneet@yahoo.com>

 cid:image001.jpg@01D46C74.77986830

Dear Puneet Singh ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

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- Quicker confirmation
- Faster promotion
- Significant head start compared to peers

- You will also receive a financial incentive of Rs. 25,000 along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!



For more information, please login [here](#) using the below credentials:

- Login ID: puneetsingh1427@gmail.com
- Password: s8IMf1HR

Keep learning! Keep winning!

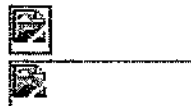


Regards,

Varadharaj V (Vardha)

VP - Talent Acquisition

Infosys Limited



1/2018

Mail - ramyanayak@acsce.edu.in

Fwd: Infosys Lex platform for Campus Recruits

pooja gowda <ppoojapoo1209@gmail.com>

Thu 12/20/2018 7:18 PM

To: Ramya Nayak <ramyanayak@acsce.edu.in>;

2 attachments (967 bytes)

image004.png; image005.png;


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

From: Varadharaj V <TA_Vardha@infosys.com>

Date: Thu, 20 Dec 2018 12:42 pm

Subject: Infosys Lex platform for Campus Recruits

To: ppoojapoo1209@gmail.com <ppoojapoo1209@gmail.com>

 cid:image001.jpg@01D46C74.77986830

Dear Pooja K ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream and Soft Skills**. Through **Lex**, you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

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For more information, please login [here](#) using the below credentials:

- Login ID: ppoojapoo1209@gmail.com
- Password: NHabpJm7

Keep learning! Keep winning!

Regards,



Varadharaj V (Vardha)
VP - Talent Acquisition

Infosys Limited



tradeocean[®]

SHIP MANAGEMENT PVT. LTD.

Ref: - TOSM/GES/2018-19

DATE: 29/10/2018

Dear Nayandeep Sen.....

Congratulations from Team Tradeocean[®] Ship Management Pvt. Ltd !!!

We are pleased to inform you that you have been primarily selected for the program of GES....., For Deck department, after clearing Aptitude test & GD/PI rounds, at the campus recruitment drive for 'Merchant navy', which was held at A.C.S.C.F. Place: Bangalore..... on 29/10/2018.....

Further be informed that your selection is subject to clearing medical test conducted by our panel doctor (Approved by D.G. Shipping, Govt. of India) at Bangalore....., Karnataka..... on 30th November 2018..... for which the fees is INR 4000/- (Four thousand only) +(18% GST INR 720/-), which is Non-Refundable & Non-transferable, should be borne by you.

After successfully completion of medical test & eligibility criteria, you will undergo a 4..... month's residential training program at approved academy along with Mandatory STCW courses. Enrolment will be confirmed only after paying Non-Refundable & Non-transferable, Demand Draft of INR 29,500/- (Inclusive of 18% GST) in favour of "Tradeocean Ship Management Pvt. Ltd.", payable at "MUMBAI". The last date for submission of Demand Draft is

After successful completion of aforesaid program. The cash bond mandatory on-board program will be informed by the sponsoring company accordingly. (Please read & refer our "Student Undertaking" for further details. Subject to change without notice, market condition & variation applicable*).

Please Note : Right of selection & termination reserved with company at any stage of selection process.

Wishing you All the Best.

Authorized Signatory
Tradeocean[®] Ship Management (P) Ltd.

Disclaimer : This communication may contain confidential, proprietary or legally privileged information. You are also advised not to use the information contained therein. *This Letter issued for purpose of obtaining bank loan on the request of the college & candidate.

tradeocean[®]

SHIP MANAGEMENT PVT. LTD.

DATE: 29/10/2018

Ref: - TOSM/GES/2018-19

Name: Mohit Asadi

Congratulations from Team Tradeocean[®] Ship Management Pvt. Ltd !!!

We are pleased to inform you that you have been primarily selected for the program of GES, For Deck department, after clearing Aptitude test & GD/PI rounds, at the campus recruitment drive for 'Merchant navy', which was held at A.C.S.C.F. Place: Bangalore on 29/10/2018

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Please Note : Right of selection & termination reserved with company at any stage of selection process.

Wishing you All the Best.

Authorized Signatory,
Tradeocean[®] Ship Management (P) Ltd.

Disclaimer : This communication may contain confidential, proprietary or legally privileged information. You are also advised not to use the information contained therein. *This Letter issued for purpose of obtaining bank loan on the request of the college & candidate.

Office:- 414, 4th Floor, Raheja Arcade, Plot No. 61, Sector-11, C.B.D. Belapur, Navi Mumbai -400 614. (M.S.) INDIA
Phone :- 022-27560293 / 94, Mobile :- 09594118752

Website : www.tosmindia.com Email : info@tosmindia.com / tosmindia@gmail.com

tradeocean[®]

SHIP MANAGEMENT PVT. LTD.

DATE: 29/10/2018

Ref: - TOSM/GES/2018-19

Dear Mohit Asati.....

Congratulations from Team Tradeocean[®] Ship Management Pvt. Ltd !!!

We are pleased to inform you that you have been primarily selected for the program of GES....., For Deck.. department, after clearing Aptitude test & GD/PI rounds, at the campus recruitment drive for 'Merchant navy', which was held at A.C.S.C.E. Place: Bangalore..... on 29/10/2018.....

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Wishing you All the Best.

Authorized Signatory,
Tradeocean[®] Ship Management (P) Ltd.

Disclaimer : This communication may contain confidential, proprietary or legally privileged information. You are also advised not to use the information contained therein. *This Letter issued for purpose of obtaining bank loan on the request of the college & candidate.

tradeocean[®]

SHIP MANAGEMENT PVT. LTD.

Ref: - TOSM/GESI/2018-19

DATE: 29/10/2018

Dear Ranajay Maity.....

Congratulations from Team Tradeocean[®] Ship Management Pvt. Ltd !!!

We are pleased to inform you that you have been primarily selected for the program of GES....., For Deck department, after clearing Aptitude test & GD/PI rounds, at the campus recruitment drive for 'Merchant navy', which was held at A.C.S.C.F...... Place: Bangalore..... on 29/10/2018.....

Further be informed that your selection is subject to clearing medical test conducted by our panel doctor (Approved by D.G. Shipping, Govt. of India) at Bangalore....., Karnataka..... on 3rd November 2018..... for which the fees is INR 4000/- (Four thousand only) +(18% GST INR 720/-), which is Non-Refundable & Non-transferable, should be borne by you.

After successfully completion of medical test & eligibility criteria, you will undergo a 4..... month's residential training program at approved academy along with Mandatory STCW courses. Enrolment will be confirmed only after paying Non-Refundable & Non-transferable, Demand Draft of INR 29,500/- (Inclusive of 18% GST) in favour of "Tradeocean Ship Management Pvt. Ltd.", payable at "MUMBAI". The last date for submission of Demand Draft is

After successful completion of aforesaid program. The cash bond mandatory on-board program will be informed by the sponsoring company accordingly. (Please read & refer our "Student Undertaking" for further details. Subject to change without notice, market condition & variation applicable*).

Please Note : Right of selection & termination reserved with company at any stage of selection process.

Wishing you All the Best.


Authorized Signatory,
Tradeocean Ship Management (P) Ltd.

Disclaimer : This communication may contain confidential, proprietary or legally privileged information. You are also advised not to use the information contained therein. *This Letter issued for purpose of obtaining bank loan on the request of the college & candidate.

Office:- 414, 4th Floor, Raheja Arcade, Plot No. 61, Sector-11, C.B.D. Belapur, Navi Mumbai -400 614. (M.S.) INDIA

Phone :- 022-27560293 / 94, Mobile :- 09594118752

Website : www.tosmindia.com Email : info@tosmindia.com / tosmindia@gmail.com

tradeocean[®]

SHIP MANAGEMENT PVT. LTD.

DATE: 29/10/2018

Ref: - TOSM/QES/2018-19

Dear Puneet Singh.....

Congratulations from Team Tradeocean[®] Ship Management Pvt. Ltd !!!

We are pleased to inform you that you have been primarily selected for the program of G.E.S. For Deck department, after clearing Aptitude test & GD/PI rounds, at the campus recruitment drive for 'Merchant navy', which was held at C.S.C.E. Place: Bangalore on 29/10/2018.

Further be informed that your selection is subject to clearing medical test conducted by our panel doctor (Approved by D.G. Shipping, Govt. of India) at Bangalore, Karnataka on 3rd November 2018 for which the fees is INR 4000/- (Four thousand only) + (18% GST INR 720/-), which is Non-Refundable & Non-transferable, should be borne by you.

After successfully completion of medical test & eligibility criteria, you will undergo a 4 month's residential training program at approved academy along with Mandatory STCW courses. Enrolment will be confirmed only after paying Non-Refundable & Non-transferable, Demand Draft of INR 29,500/- (Inclusive of 18% GST) in favour of "Tradeocean Ship Management Pvt. Ltd.", payable at "MUMBAI". The last date for submission of Demand Draft is

After successful completion of aforesaid program. The cash bond mandatory on-board program will be informed by the sponsoring company accordingly. (Please read & refer our "Student Undertaking" for further details. Subject to change without notice, market condition & variation applicable*).

Please Note : Right of selection & termination reserved with company at any stage of selection process.

Wishing you All the Best.

Authorized Signatory,
Tradeocean[®] Ship Management (P) Ltd.

Disclaimer : This communication may contain confidential, proprietary or legally privileged information. You are also advised not to use the information contained therein. *This Letter issued for purpose of obtaining bank loan on the request of the college & candidate.

Office:- 414, 4th Floor, Raheja Arcade, Plot No. 61, Sector-11, C.B.D. Belapur, Navi Mumbai -400 614. (M.S.) INDIA
Phone :- 022-27560293 / 94, Mobile :- 09594118752
Website : www.tosmindia.com Email : info@tosmindia.com / tosmindia@gmail.com



RajaRajeswari Group of Institutions

(RRCE & ACSCE - Approved by AICTE, New Delhi, Govt. of Karnataka, & Affiliated to VTU, Belgaum)

Kumbalgodu, Mysore Road, Bengaluru - 560074

Sponsored by: MOOGAMBIGAI CHARITABLE AND EDUCATIONAL TRUST



DEPARTMENT OF TRAINING AND PLACEMENTS

17.09.2018

CONGRATULATIONS - TO RRG I SELECTS

We are very happy to announce that, below mentioned students of RRCE & ACSCE are selected from the company **M/s. Nineleaps**, On Campus drive held on 05.09.2018 @ RajaRajeswari College of Engineering and Final round held on 14.09.2018 @ Nineleaps office.

M/s. Nineleaps will be taking them as interns initially with a stipend of **Rs.12,000 per month**. As the students give final examinations, they will be converted into full time employees with a CTC of 4.5 LPA.

We will be sharing further details shortly.

Sl. No.	USN	Student Name	Branch	College
01	1RR15CS104	Shravan Kumar B	CSE	RRCE
02	1AH15CS054	Sree Lakshmi K	CSE	ACSCE


Best of luck to the selects.

Regards


17/09/18

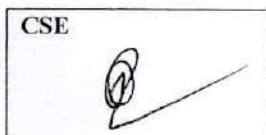
TPO - ACSCE

Training & Placement Officer,
ACS College of Engineering,
Bangalore-560074


Principal, ACSCE

Principal, ACSCE

CC:



Ann K <maryann@nineleaps.com>

Reply all

Fri 14-09, 19:15

ShashiKumar

H M

Action Items

Hi Shashi,

Thanks for your co-operation and support.

Please find below the selected students:

First Name	Last Name	Email
Shravan	Kumar B	chavantwenty@gmail.com
Sree Lakshmi	K	sreelakshmi.kuruba@gmail.com

Hearty Congratulations to the entire RRCE team and the above said students!

We will be taking them as interns initially as discussed with a stipend of Rs.12,000 per month. As the students give final examinations, they will be converted to full time employees with a CTC of 4.5 LPA.

We will be sharing further details shortly.

Request you to stop them from attending further interviews.

Please acknowledge.



Business Office:
147,111 Floor, Anjaneya Techno Park
Old Airport Road,
Bangalore 560008, India
P: +91 80 4266 7700

SOFTWARE TRAINING AGREEMENT

THIS AGREEMENT is made on **November 28, 2018** between: HealthAsyst (P) Ltd., a company incorporated under the Companies Act 1956, having its place of business at No 147, 3rd Floor, Anjaneya Techno Park, Kodihalli, Airport Road., Bangalore - 560008 represented by its HR, Mr. Pranay Khadke, hereinafter referred to as the "Company", (which term shall, unless repugnant to the context, mean and include its successors-in-interest and assignees) of the ONE PART :

AND:

Mr. Puneet Singh Son of Mr. Kewal Singh aged about 21 years, currently residing at Sanyarthawa, Bajah, Doda, Jammu and Kashmir - 182201, hereinafter referred to as the "Trainee" (which term shall unless repugnant to the context mean and include his/her heirs, legal representatives, assigns, executors and administrators) of the SECOND PART:

AND:

Mr. Kewal Singh son of Mr. Mool Raj aged about 50 years, currently residing at Sanyarthawa, Bajah, Doda, Jammu and Kashmir - 182201, hereinafter referred to as the "Surety" (which term shall unless repugnant to the context mean and include his/her heirs, legal representatives, assigns, executors and administrators) of the THIRD PART:

- A. WHEREAS THE Trainee *has* applied to the Company to be appointed as a 'Software Trainee';
- B. AND WHEREAS in pursuance of such application, the Company *has* agreed to appoint the Trainee as a software trainee ("Software Trainee") on the terms and conditions contained herein;
- C. AND WHEREAS the Trainee recognizes and accepts that at this time other than an exposure to academic learning, the Trainee has received no formal, effective technical or practical training enabling him/her to independently function and carry out duties as a Software Engineer;
- D. AND WHEREAS the Trainee further recognizes and accepts that prior to and at the time of joining the Company, he/she has not been exposed to and, therefore, has not acquired any domain, technical or soft skills, which are essential to ensure that the performance of duties by the Trainee meets the current business needs, parameters, standards and efficiency levels that the market place demands;
- E. AND WHEREAS the Trainee has agreed and accepted to receive formal, structured and extensive training through courses, modules and programs developed by the Company in order to enhance his/her skills and expertise and impart specialized knowledge;

- F. AND WHEREAS upon successful completion of the training to the satisfaction of the Company, the Company may at its sole and exclusive discretion, absorb the Trainee as an employee with suitable designation and compensation;
- G. AND WHEREAS the Trainee is aware that in order to impart the type of training, the Company would be expending substantial sums of money and incurring substantial related costs. In addition, valuable resources of the Company would be utilized for this purpose;
- H. AND WHEREAS the Trainee recognizes and accepts that the Company would be put to substantial financial loss, inconvenience, loss of resources, loss of business opportunities, man hours, computer time etc., in the event the Trainee separates from the Company within 6 (Six) months from the date of commencement of training or within 24 (Twenty-Four) months from the date of absorption of the Trainee as an employee;
- I. AND WHEREAS THE TRAINEE further recognizes and agrees that in the event the Trainee separates from the Company (a) within 6 (six) months from the date of commencement of training or thereafter within 24 (twenty-four) months from the date of absorption of the Trainee, she/he would be liable to compensate the Company in the manner as set forth in this Agreement:

NOW THIS AGREEMENT WITNESSESS AS FOLLOWS:

1. The Trainee has applied for and the Company has agreed to appoint the Trainee as a "Software Trainee".
2. The commencement of the training shall be from 1st July 2019
3. The training ("Training"), primarily in the nature of classroom training and project assignment, shall last for a period of 6 (six) months ("Training Period").
4. The Trainee shall be paid monthly stipend and an ex-gratia amount (Ex-Gratia) as provided in Exhibit A during the Training Period. This shall be paid for each month on last working day of the month.
5. The Trainee agrees to undergo the Training immediately on commencement of the Training. The objectives, methodology, content and evaluation process of the training are outlined in Exhibit B and are detailed in the HealthAsyst Training Program for Trainees ("HATPT") module document, which is available to the Trainee for reading with the Company's Human Resource ("HR") department. The Trainee is expected to qualify in the training, which is intended to render him/her competent to undertake software development tasks.
6. The Trainee would be required to undergo project assignment under the guidance and supervision of an employee of the Company as a part of the Training.



7. The Trainee undergoing Training is subjected to Company's Assessment and Evaluation Policy. Trainee may peruse the HATPT module document at HR department and it is assumed that the Trainee is aware of the contents of this policy.
8. On the Trainee successfully completing the Training, subject to the satisfaction of the Company, the Company may at its sole discretion, absorb the Trainee as an employee with suitable designation and compensation. In the event of such offer of absorption, the Trainee shall serve the Company as an employee for a period of not less than 24 (twenty-four) months.
9. The Trainee accepts, agrees and admits that in the event of his/her:
 - a) separation (voluntary or otherwise) from the Company during or within 6 (six) months of the commencement of the training; or
 - b) separation (voluntary or otherwise) from the Company within 24 (twenty-four) months from the date of absorption;the Company would not only incur substantial damages and losses but would also be compelled to once again incur similar expenses to advertise and select a replacement Trainee and carry out the exercise of training with a new trainee.
10. The Trainee further accepts, agrees and admits that the nature, quality, intensity and content of Training to be imparted by the Company is normally not found in or available with or imparted in the market or if available at all is at very high cost. The Trainee is aware that the Company would have earned considerable revenue by deploying its resources on other commercial tasks instead of using them for imparting the Training to the Trainee. The Trainee admits and recognizes that the training offered by the Company involves substantial training costs, man-hours, and resource utilization.
11. The Trainee acknowledges that in the event of his/her separation (voluntary or due to breach of code of conduct from the Company) before the completion of the Training Period within 6 (six) months from the date of commencement of Training, or within 24 (twenty-four) months from the date of absorption of the Trainee as an employee, he/she would be in material breach of his/her obligations under this Agreement and would therefore be liable to pay the Company, on demand and without demur, the amount demanded by the Company towards the expenses incurred by it on account of and in connection with the Training of the Trainee, which includes the cost of supervision, overhead expenses and other direct and indirect expenses incurred by the Company. The same is quantified below. The Trainee agrees is a fair determination of the expenses, for the purposes of this Agreement as follows:
 - (a) 100% of total Ex-Gratia paid to her/him each month by the Company as provided in Exhibit A, until the date of separation of the Trainee;
 - (b) An amount of Rs. 2,50,000/- (Two lakh fifty thousand only) towards Training Costs

In all cases of separation for any reason whatsoever from the Company, the Trainee shall compensate the company for the amount set forth in clause 11 (a) and 11 (b) ('Liquidated Damages').

12. The Liquidated Damages shall be recovered on a pro-rata basis in the following manner:

- i. 100% of the Liquidated Damages in the event Trainee separates from the Company within 6 (six) months from the date of commencement of training or within 6 (six) months from the date of absorption ;
- ii. 75% of the Liquidated Damages in the event Trainee separates from the Company after 6 (six) months to 12 (twelve) months from the date of absorption;
- iii. 50% of the Liquidated Damages in the event Trainee separates from the Company after 12 (twelve) months to 18 (eighteen) months from the date of absorption;
- iv. 25% of the Liquidated Damages in the event Trainee separates from the Company after 18 (eighteen) months to 24 (twenty-four) months from the date of absorption;

13. The Surety herein solemnly undertakes to pay the Liquidated Damages as applicable immediately upon receipt of the demand being made by the Company. The Surety shall raise no objections on any ground of inefficiency of training or any other reason as a ruse to avoid the Surety's responsibility for the amounts demanded by the Company.

14. The Surety is aware and agrees that the Company need not make a prior demand on the Trainee before making a demand on the Surety. The Company is also aware and agrees that Surety cannot question the basis of the demand if the demand is genuine, fair, reasonable, or truly represents the damages or loss incurred by the Company in providing the Training and opportunity to the Trainee.

15. Both Surety and the Trainee agree that the Company has the right to terminate the Training or employment of the Trainee in the event of misconduct, indiscipline, absence, refusal to obey orders or for unsatisfactory performance due to fault of the Trainee during the Training Period.

16. The Surety hereby undertakes to:

- a) that his/her liability is co-severally liable with the Trainee for the amount payable to the Company under this Agreement;
- b) that the Company shall be bound to accept this guarantee in this Agreement furnished by the Trainee against the Liquidated Damages necessarily seeking to enforce the same against the Trainee in the first instance;
- c) that the Company shall not be bound to proceed either against the Trainee or Surety or both for recovery of any amount due under this Agreement;
- d) that any demand made by the Company under this Agreement shall be deemed to be sufficient notice of such demand to the Surety; and
- e) that the Surety guarantees the performance by the Trainee of each of the clauses, terms obligations and conditions of this Agreement voluntarily and after being

fully aware of all legal consequences arising out of being a surety to ensure due performance of each of the obligations and conditions of this Agreement.

17. In the event of any dispute or controversy over the interpretation of any of the terms herein above contained or any claim, on either side of any part, the same shall be referred for arbitration to a person to be nominated by both the Parties, whose decision shall be final and binding upon the Parties hereto.
18. Such reference shall be deemed to be a reference to arbitration under the provisions of the Arbitration and Conciliation Act, 1996 and its amendments or substitutions thereto.
19. The seat and venue of arbitration shall be Bangalore.
20. Courts in Bangalore shall have exclusive jurisdiction to the exclusion of all other Courts.
21. The Trainee and Surety agree that they have consulted an external counsel and is entering into this Agreement voluntarily and without any coercion or undue influence.

IN WITNESSES WHEREOF the Company and the Surety have signed this Agreement on the date, month and year first above written in the presence of the following witnesses:

WITNESSES:



COMPANY

Mr. Pranay Khadke, HR Head

TRAINEE

Mr. Puneet Singh

SURETY

Mr. Kewal Singh



EMPLOYMENT

The Trainee will be paid the following per month during the period of Training:

Stipend:	Rs. 8,000
PF (Company contribution):	Rs. 1,800
Gratuity:	Rs. 800
Ex-Gratia:	Rs. 2,000
Total Gross:	Rs. 30,600



Page 1 of 1

Outline of HealthAsyst Training Program for Trainees (HATPT)

The HATPT may consist of several training modules (module and program used interchangeably) which is currently two namely

1. Technical and
2. Development Life Cycle Processes, IT domain, and Soft skills

1. Technical Training:

The Trainee shall undergo Technical training through all or any of the following Company designed courses as a specified program. The duration of the training may be defined based on the Company's requirement from time to time. At present, the subjects are as follows:

Generic modules like programming, Testing, Database concepts, Quality Systems Concepts, Computer Hardware & Software, etc. are the subjects.

2. Management skills Training:

The Trainee shall undergo professional management skills programs during and as a part of the HATPT. These programs would cover communication skills and business skills and such other components as the Company may define from time to time depending upon varying business requirements.



CALL LETTER

Dated: 01/03/2019

Dear Boomika S

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on2019.

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Core Java, Manual Testing, SQL & Aptitude.**
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Gr. Thanks

Thank & Regards

QSPIDERS CAMPUS CONNECT

Mb: 9972389548

USN NO 1A1H15C S061



CALL LETTER

Dated: 01/03/2019

Dear Bhagyashree Y.

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on2019.

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months .
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Core Java, Manual Testing, SQL & Aptitude.**
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

G. K. K. K.
Thank & Regards

QSPIDERS CAMPUS CONNECT

Mb: 9972389548

USN NO ...1AH15C5011...



CALL LETTER

Dated: ..01.03.2019.....

Dear...Prinyan Ka...H.J.

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on2019.

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Core Java, Manual Testing, SQL & Aptitude.**
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Prinyan Ka
Thank & Regards

QSPIDERS CAMPUS CONNECT

Mb: 9972389548

USN NO ..1AH15CS039.....

The logo for Verzeo, featuring the word "verzeo" in a lowercase, sans-serif font. The letter 'v' is stylized with a vertical line extending upwards. The 'e' at the end is a simple, rounded shape.

learn here lead anywhere

11/12/2018

Dear Harshitha K

We are pleased to offer you a **6 month's** internship with Verzeo Edutech Pvt. Ltd. "At-will basis" which can be extended. Please find the following confirmation of your internship:

Start Date: 01/01/2019.

You will be brought on board as a "**Business Development Intern**". Your scope of responsibilities will include those for which you are engaged, as well as any other duties given to you by your reporting manager from time to time. In accepting this internship offer you will be required to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms. You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

You will be eligible for a stipend of INR 10,000 per month with statutory deductions. Stipend will be applicable as per company policies & performance. As an intern you will not receive any of the employee benefits that regular employees receive. **During internship period, the company will have all the rights, to terminate your service without offering any reason and vice versa.**

By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential and refrain from using it for your own purpose or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.

By accepting this offer letter, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement. **Official communication either within the company or outside the company should be through the company Email of your manager only.**

To indicate your acceptance, please sign and return this internship offers to company. If you do not return the required documents within the **next 5 days**, we will assume that you do not intend to accept this employment offer and it will be automatically withdrawn without further action on the part of **VERZEO EDUTECH.**

Acceptance

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before 15/12/2018.

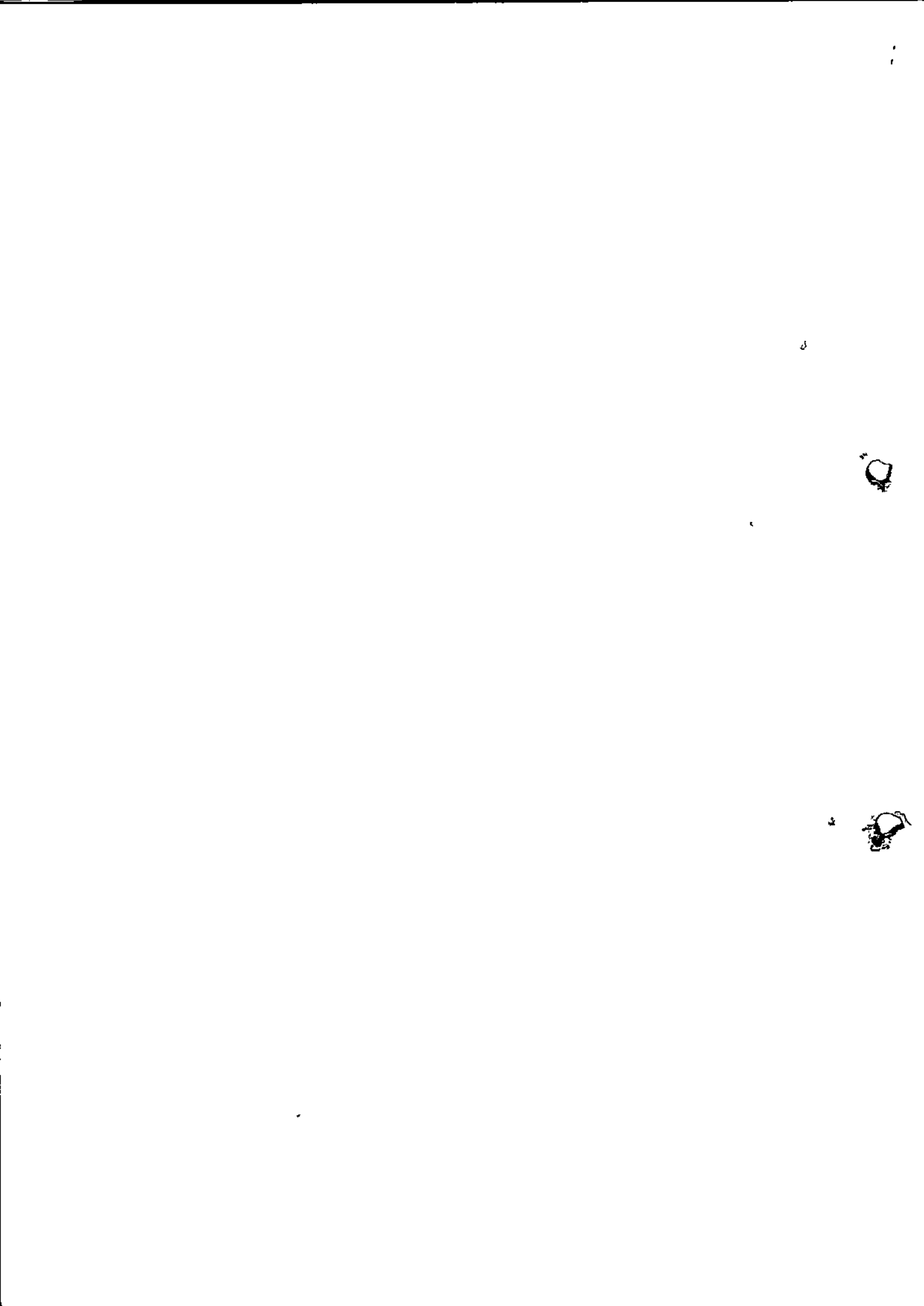
SIGNATURE: _____

DATE: _____

With Regards,

HR/Director,

VerzeoEdutechPvt. Ltd.





Date	Day	Time
03 February 2019	Sunday	09:30 to 12:30 Hrs
Registration Number	CS19S31240003	
Name	MONISHA S	
GATE Paper	CS: Computer Science and Information Technology	

Examination Centre:**Centre Code: 1240**

Global Academy of Technology
Rajarajeshwar Nagar off Mysore Road
Ideal Homes Township
Bengaluru, Karnataka - 560098

*N. J. Vasa*

Professor Nilesh J. Vasa
Organizing Chairman, GATE 2019
Indian Institute of Technology Madras

Digital Signature: 21BB1A611CB7C012CA4C81B70BF64BF2**Instructions to the Candidate**

1. A printed copy of this Admit Card must be presented for the verification along with at least one original (not photocopy or scanned copy) valid photo identification proof (For example: Passport, PAN Card, Voter ID, Aadhaar-UID, College ID, Employee ID, Driving License).
2. The Admit Card is considered to be valid only if the photograph and signature are clear. To ensure this, print the admit card on an A4 sized paper using a laser printer, preferably a colour photo printer.
3. Candidates are advised to locate the examination centre at least a day before the examination, so as to ensure that they can reach the centre on time.
4. To facilitate the verification of their identity, candidates must report at the examination venue at least 60 minutes before the scheduled commencement of the examination.
5. Personal calculators, any kinds of watches, mobile phones or any other electronic/communication devices are **STRICTLY PROHIBITED** inside the examination hall. Note that the GATE authorities are not responsible for the safe keep of candidate's personal belongings.
6. During the examination, candidates may be checked for possession of any of the prohibited items. If the candidate is found to possess any of these items, he/she will be liable to be debarred from the examination and/or subjected to disciplinary action, which may include ban from appearing in future examinations.
7. Candidates will be permitted to appear for the examination **ONLY** after verification of their credentials by the centre officials.
8. Candidates will be permitted to occupy their seats 45 minutes before the scheduled start of the examination. Candidates can login and start reading the instructions 20 minutes before start of the examination.
9. **CANDIDATE WILL NOT BE ALLOWED TO ENTER THE EXAMINATION HALL AFTER 09:55 HOURS FOR THE FORENOON SESSION.**
10. Candidate will **NOT** be permitted to leave the examination hall before the end of the examination.
11. During the examination, a virtual scientific calculator will be available on the computer screen, which can be used for the numerical calculations.
12. Candidate should **NOT** bring any charts/tables/papers into the examination hall. Scribble pad will be provided for the rough work. Before using it, candidate must write his/her name and the registration number. At the end of the examination, this scribble pad must be returned to the invigilator.
13. Avoid any coating (ink, mehndi, henna or tattoo) on your fingertips. Biometric system may be used to capture your finger-print.



Date	Day	Time
03 February 2019	Sunday	09:30 to 12:30 Hrs
Registration Number	CS19S31244161	
Name	SHEHNAZ BANU T	
GATE Paper	CS: Computer Science and Information Technology	

Examination Centre:**Centre Code: 1244**

Rajarajeswari College of Engineering
14, Ramohalli cross
Mysore Road, Kumbalgodu
Bengaluru, Kamataka - 560074

*N. J. Vasa*

Professor Nilesh J. Vasa
Organizing Chairman, GATE 2019
Indian Institute of Technology Madras

Digital Signature:9F8683F5E0CB1565F7B8B7E26426FC9C

Instructions to the Candidate

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10. Candidate will **NOT** be permitted to leave the examination hall before the end of the examination.
11. During the examination, a virtual scientific calculator will be available on the computer screen, which can be used for the numerical calculations.
12. Candidate should **NOT** bring any charts/tables/papers into the examination hall. Scribble pad will be provided for the rough work. Before using it, candidate must write his/her name and the registration number. At the end of the examination, this scribble pad must be returned to the invigilator.
13. Avoid any coating (ink, mehndi, henna or tattoo) on your fingertips. Biometric system may be used to capture your finger-print.



Date	Day	Time
03 February 2019	Sunday	09:30 to 12:30 Hrs
Registration Number	CS19S31226377	
Name	NAYKODE LINGRAJ B	
GATE Paper	CS: Computer Science and Information Technology	

**Examination Centre:
Centre Code: 1226**

iON Digital Zone iDZ, Thigalarapalya Main Road
Spring Solutions 47/1 11th Cross
Balaji Nagar, Thigalarapalya Main Road, Peenya 2nd Stage
Bengaluru, Karnataka - 560058



Professor Nilesh J. Vasa
Organizing Chairman, GATE 2019
Indian Institute of Technology Madras

Digital Signature:BC3A9BB11EBEE25FC3FB211947613404**Instructions to the Candidate**

1. A printed copy of this Admit Card must be presented for the verification along with at least one original (not photocopy or scanned copy) valid photo identification proof (For example: Passport, PAN Card, Voter ID, Aadhaar-UID, College ID, Employee ID, Driving License).
2. The Admit Card is considered to be valid only if the photograph and signature are clear. To ensure this, print the admit card on an A4 sized paper using a laser printer, preferably a colour photo printer.
3. Candidates are advised to locate the examination centre at least a day before the examination, so as to ensure that they can reach the centre on time.
4. To facilitate the verification of their identity, candidates must report at the examination venue at least 60 minutes before the scheduled commencement of the examination.
5. Personal calculators, any kinds of watches, mobile phones or any other electronic/communication devices are **STRICTLY PROHIBITED** inside the examination hall. Note that the GATE authorities are not responsible for the safe keep of candidate's personal belongings.
6. During the examination, candidates may be checked for possession of any of the prohibited items. If the candidate is found to possess any of these items, he/she will be liable to be debarred from the examination and/or subjected to disciplinary action, which may include ban from appearing in future examinations.
7. Candidates will be permitted to appear for the examination **ONLY** after verification of their credentials by the centre officials.
8. Candidates will be permitted to occupy their seats 45 minutes before the scheduled start of the examination. Candidates can login and start reading the instructions 20 minutes before start of the examination.
9. **CANDIDATE WILL NOT BE ALLOWED TO ENTER THE EXAMINATION HALL AFTER 09:55 HOURS FOR THE FORENOON SESSION.**
10. Candidate will NOT be permitted to leave the examination hall before the end of the examination.
11. During the examination, a virtual scientific calculator will be available on the computer screen, which can be used for the numerical calculations.
12. Candidate should NOT bring any charts/tables/papers into the examination hall. Scribble pad will be provided for the rough work. Before using it, candidate must write his/her name and the registration number. At the end of the examination, this scribble pad must be returned to the invigilator.
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2

3



ACS COLLEGE OF ENGINEERING



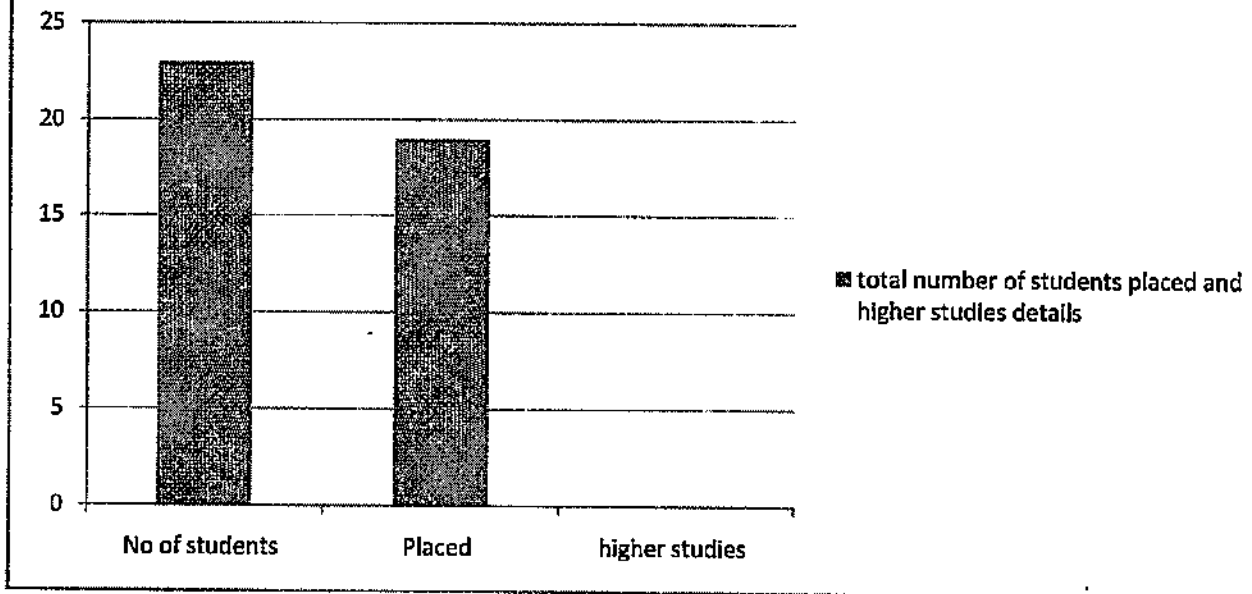
#207, Kambipura, Mysore road, Bangalore-74

Department of Computer Science and Engineering

Placement details -2018 pass out batch

SL .no	No of students	placed	Higher studies
1	23	19	-


total number of students placed and higher studies details





ACS College of Engineering
DEPARTMENT OF COMPUTER SCIENCE AND ENGINEERING
2018 batch Graduation day

Sl.No	Name	USN
1.	Aishwarya A M	1AH14CS002
2.	Aishwarya G	1AH14CS003
3.	Bindushree K	1AH14CS006
4.	Chandan J	1AH14CS007
5.	Gururaj.M	1AH14CS011
6.	Jyothi S	1AH14CS014
7.	Madhushree G	1AH14CS017
8.	Maheshwari.B	1AH14CS018
9.	Rajesh R	1AH14CS027
10.	Rashmi K B	1AH14CS028
11.	Shweta A	1AH14CS032
12.	Sushma S	1AH14CS035
13.	Swetha R	1AH14CS037
14.	Tejasvi M Arya	1AH14CS038
15.	Varnitha V	1AH14CS039
16.	Gunavathi N	1AH13CS016
17.	Jeevan A	1AH13CS018
18.	Megha D	1AH13CS021
19.	Rakesh T	1AH13CS029
20.	Sagar R	1AH13CS035
21.	Sanjay Vardhan	1AH13CS037
22.	Chandrashekhar	1AH13CS011
23.	HARSHITHA	


HOD-CSE
HOD
Dept. of C.S. & Engg.
ACS College of Engineering
Bangalore - 560 074.



1944



#	Name	USN	Discipline	YOP	On / Off Campus Placement	Employer Name & their Website	Date of Interview & Date of appointment/ Job Offer
1.	Bindushree K	1AH14CS006	CSE	2018	OFF	MICROLAND LTD - www.microland.com	10-12-18
2.	Chandan J	1AH14CS007	CSE	2018	OFF	ASPL INFO SERVICE PVT.LTD - www.asplinfo.com	19-12-18
3.	Aishwarya A M	1AH14CS002	CSE	2018	OFF	HOPE LIGHT TECHNOLOGIES	05-07-18
4.	Madhushree G	1AH14CS017	CSE	2018	OFF	BHARAT ELECTRONICS LIMITED	2018
5.	Madhushree G	1AH14CS017	CSE	2018	OFF	Datanub Technologies	03-12-18
6.	Maheshwari B	1AH14CS018	CSE	2018	OFF	HLT(www.hopelight.in)	05-07-18
7.	Rajesh R	1AH14CS027	CSE	2018	OFF	QUINTELECOM	28-07-18
8.	Rashmi K B	1AH14CS028	CSE	2018	OFF	UNICLARE	02-11-18
9.	Shweta A	1AH14CS032	CSE	2018	OFF	RLABS Enterprise service ltd - www.rlabsglobal.com	07-08-18
10.	Sushma S	1AH14CS035	CSE	2018	ON	Hinduja global solutions	04-10-18
12	Swetha R	1AH14CS037	CSE	2018	OFF	UNICLARE	02-11-18



ACS

College of Engineering



#	Name	USN	Discipline	YOP	On / Off Campus Placement	Employer Name & their Website	Date of Interview & Date of appointment/ Job Offer
12	Swetha R	1AH14CS037	CSE	2018	OFF	UNICLARE	02-11-18
13	Tejasvi M Arya	1AH14CS038	CSE	2018	OFF	INTIMETEC Vision pvt ltd	31-01-19
14	Megha D	1AH13CS021	CSE	2018	OFF	SAVIC technologies pvt. Ltd - savictech.com	09-11-18
15	Gunavathi.N	1AH13CS016	CSE	2018	OFF	UNICLARE(http://www.uniclare.com/)	02-11-18
16	Jeevan.A	1AH13CS018	CSE	2018	OFF	Hebbale labs pvt. ltd	15-10-18
17	Rakesh T	1AH13CS029	CSE	2018	OFF	Hebbale labs pvt. ltd	15-10-18
18	Sanjay Vardhan	1AH13CS037	CSE	2018	OFF	Nichi- In software solutions pvt. ltd	19-11-18
19	Sagar	1AH13CS035	CSE	2018	OFF	QUINTELECOM	28-07-18


HOD
Dept. of C.S. & Engg.
ACS College of Engineering
Bangalore - 560 074.

20-November-2018

BINDUSHREE K
INDIA-BANGALORE

Subject: Traineeship Letter

Dear Bindushree K,

We are pleased to welcome you to Microland and associate with us as **Service Engineer Trainee** from **10 December 2018** to **10 June 2019**, based at any of our offices in **Bangalore**. During this period, you would undergo classroom and on-the-job training.

You will be eligible for a stipend of **Rs. 16,000/- per month**. You are eligible for a leave of 1 day per month, which can neither be encashed nor carried forward, during your entire Traineeship period or later. The stipend will be prorated based on the number of days worked (present) accounting for the eligible leave and weekly offs.

Microland's core values shape our culture and define our character. The core values guide how we think, behave and make decisions. Our core values are Integrity, Ingenuity, Teamwork, Respect for Individual, Shareholder Value, Responsiveness. You will be governed by the policies of Microland which reflect our Core Values viz. Disciplinary Action policy, Prevention of Sexual Harassment (POSH) policy, Code of Business Conduct & Ethics and Dress code policy.

During your Traineeship with Microland or thereafter, you will be exposed to confidential information regarding the Company, our customers, employees and other stakeholders. You will hold all such information in utmost confidence and use such information only for the benefit of the Company and only to the extent required thereof. You will not divulge any information concerning the company's (or its associates) to operations, know-how, secrets etc. that you may come to acquire as an employee of the company any unauthorized person, nor use for any purpose other than Company's during the period of your employment with us, or thereafter.

Microland shall be the sole owner of any intellectual property developed by you, having rights to sell, license, and control duplication, distribution and preparation of deliveries of the intellectual property. You shall neither claim any income nor benefit from any such development at any point of time. **You will be required to sign an Undertaking / Non-Disclosure Agreement and a Traineeship Agreement at the time of joining.** You will not divulge any information concerning the company's (or its associates) operations, know-how, secrets etc. that you may come to acquire to any unauthorized person, nor use for any purpose other than the company's.

Attendance and working hours: Work shift consists of 9.5 hours, which includes 1 hour of total break time (= two 15 minutes' breaks + one 30 minutes' break) for 5 days a week. For trainees deployed at different customer sites during their traineeship with Microland, they will be governed by the working hours/days as per the customer policies and guidelines.

Notwithstanding your obligation to provide accurate information/records about yourself to the Company, the Company reserves the right at any time to make such inquiries as it deems fit, including but not limited to inquiries for the purpose of ascertaining the accuracy of any information/records you have given to the Company, and to verify whether you have a criminal record or a record of any indiscipline or misconduct with previous employer/s. If such verification proves data inaccuracy,

Microland Limited

1B, Ecospace, Bellandur Outer Ring Road, Bangalore 560 103, India
P: +91 80 3918 0000 | F: +91 80 3918 0044 | www.microland.com
Corporate Identity Number (CIN): U85110KA1989PLC014450

MICROLAND®

forgery, criminal record, termination based on indiscipline/misconduct and/or non-satisfactory performance you agree to forfeit all monetary and non-monetary benefits as was applicable/accrued. By signing this letter, you shall be deemed to have agreed to conduct the 'background check verification' and to have waived your right to lodge any claim or action against the Company, including but not limited to any claim related to invasion of privacy. Trainees should get their final qualification certificates, within of 3 months of joining the Traineeship program.

You will keep the Company informed of any change in your residential address and / or civil status. Any communication conveyed or letters/documents sent to the last recorded address with the company, shall be deemed to have been duly served on you.

You shall take reasonable care in maintaining and protecting the assets, properties, facilities, software and hardware, if and when provided by Microland for your use. On demand, you shall take steps to return such assets, properties etc., back in the same condition as given, subject to normal wear and tear, on cessation of Traineeship or any other time as may be required by the company. Failing this, the company shall be entitled to recover such cost / compensation as it may deem fit, keeping in view the cost of such assets, properties etc.

You shall be responsible for the use of e-mail facility provided by the Company on the express understanding that such usage will not be detrimental to the best interest of the Company. You agree not to transmit messages for personal commercial purposes, sending indecent/defamatory messages including any other unlawful materials; disseminate confidential information and trade secrets of the Company; knowingly cause interference or disruption to company's network by sending unsolicited bulk mails also prohibited. The Company shall have all rights and discretion to monitor and record your use of emails and its contents that are held, sent and received through the emails on all such equipment made available to you by the Company at any time. Random checks shall be conducted to ensure the rules of email facilities are observed. Any violation under this provision may result in disciplinary action including termination of Traineeship.

We wish you a successful Traineeship with us. You are requested to sign your full name on the duplicate copy of this letter and return it to us, as a token of acceptance after going through the above terms and conditions.

With Warm Regards
For Microland Limited


Sujitesh Das
Vice President - Strategic HR

Microland Limited

1B, Ecospace, Bellandur Outer Ring Road, Bangalore 560 103, India
P: +91 80 3918 0000 | F: +91 80 3918 0044 | www.microland.com
Corporate Identity Number (CIN): U8510KA1929PLC014450

RE: Hebbale Labs :- Graduates Hiring/Interview, Final Semester Students

SHIVASHANKAR HEBBALE <shivashankar.hebbale@hebbalelabs.com>

Mon 2/26/2018 10:18 AM

To: Ramya Nayak <ramyanayak@acsce.edu.in>;

Cc: arvind07.baliga@gmail.com <arvind07.baliga@gmail.com>;

Hi Ramya,

We concluded the interview for graduate hiring on last Saturday.

We are pleased to inform you that we have shortlisted 2 students for full-time internship and an offer of employment subject to and joining date will be confirmed after their graduation. (around JULY-2018)

We have offered a **CTC of INR 2,40,000 Per Annum subject to successful completion of internship.**

Full-Time Employment: - Shortlisted Students

Sl. No.	Name	Mobile Number	Email address	Branch
1	Ajay M P	9066125272	ajaymprasad26@gmail.com	Information Science Engineering
2	Chandan J	9731846406	chandan.j097@gmail.com	Computer Science Engineering

A separate mail will be sent to the above students detailing the Terms and Condition of the internship keeping you in loop.

As students will undergo training/learning during the internship to get project ready, they will not receive any compensation during the internship period.

We have shortlisted the below mentioned student **only for Internship**, as we found him to have the potential and deserved a chance.

Sl. No.	Name	Mobile Number	Email address	Branch
	Rakesh T	9739435079	rakiacsce@gmail.com	Computer Science Engineering

However, no offer of Full-Time Employment is made to him at this point.

He will undergo full time internship with us and subject to his performance, we may roll out an offer to him as well at a later stage.

The offer letter will be sent to you directly in a couple of days which you may roll out to these students.

Warm Regards

Shivashankar Hebbale

7022690285

From: Ramya Nayak [mailto:ramyanayak@acsce.edu.in]

Sent: Friday, February 23, 2018 3:40 PM

To: SHIVASHANKAR HEBBALE <shivashankar.hebbale@hebbalelabs.com>

Cc: arvind07.baliga@gmail.com

Subject: Re: Hebbale Labs :- Graduates Hiring/Interview,Final Semester Students

Sure sir.. Thank you.

Dear Chandan J,

In continuation to the selection process & follow-up discussions, we have the pleasure to appoint you to the following position;

Position: "College Envoy"

You will be representing "Elint Labz" in your college "ACSCollege of Engineering" . You will be functioning from the campus based on the requirements of on-going projects & promotions, which will give you a number of opportunities to build & showcase your leadership & management skills.

At the end of the term based on your performance & benefits to the company, you will receive an experience letter, describing your achievements & active participation. You may also receive a PPO if you can maintain the expected track record. Your official starting date would be 1st of December 2017, if this presents any concerns please write back at the earliest.

We look forward to your acceptance & mutually beneficial enduring relationship. Please print a copy of this letter, sign the same & send it to us as acceptance of the position of College Envoy.

Please include 2 recent photographs & self attested copies of your College Identity Card & Adhaar Card along with the signed copy of this letter with-in one week from the date of dispatch of this letter.

For any further clarification please feel free to write back.

With best wishes,

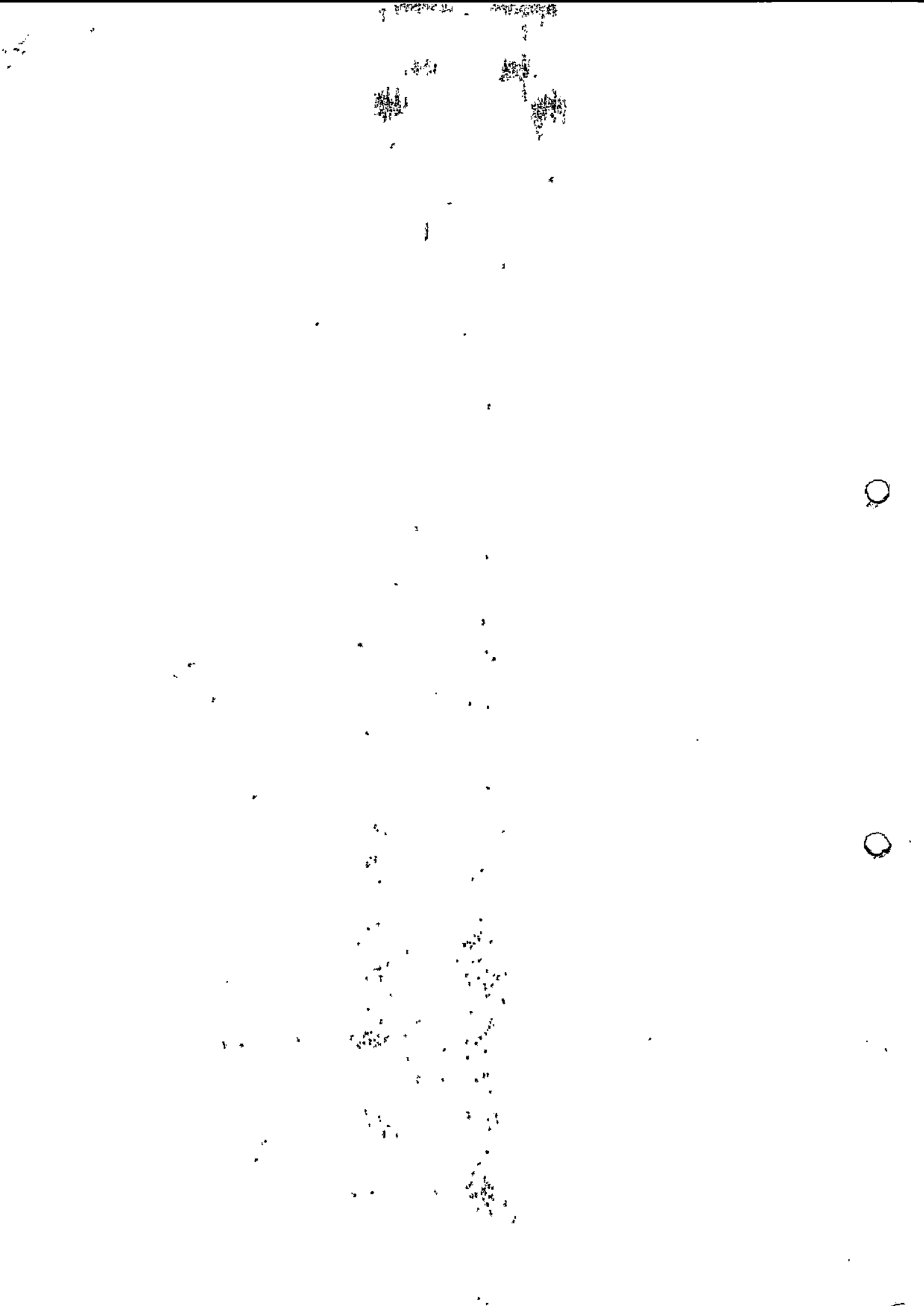
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Elint Labz

Kalpeshkumar Gupta
Assoc. H R Manager
T: +91 855 377 2525
E: hello@elintlaz.in | W: www.elintlaz.in

Elint Labz is a subsidiary of Ajaramara Dynamics Pvt. Ltd. (Registered Address: 200, 1st main, 6th cross, Arekere MICO layout 2nd stage Bengaluru 560076 KA India) NOTE:: The contents of this email message and any attachments are intended solely for the addressee(s) and may contain confidential and/or privileged information and may be legally protected from disclosure. If you are not the intended recipient of this message or their agent, or if this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are hereby notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.

CHANDAN . J



Dr. Palekar Vaman Shivappa

MBBS, BOMS, DLO

Ophthalmologist / Eye Surgeon, 44 Years Experience

Medical Registration Verified

Dr. Palekar Vaman Shivappa is an Ophthalmologist / Eye Surgeon in Hosur Road, Bangalore City, of 44 years in this field, more

Feedback (1)

Consult Q&A

Healthfeed

Bangalore City Bangalore

Dr. Shivappa

Mon - Sat

10:00 AM - 8:00 PM

Ringside



HR ASPL

to me, Lakshminarayana, Alloysius...
3 days ago View details



Hi Chandan ,

Congratulations !!!!

You have been shortlisted for the role of **System Engineer** for **KBL - Bangalore** location. Please find the attached details of your compensation package.

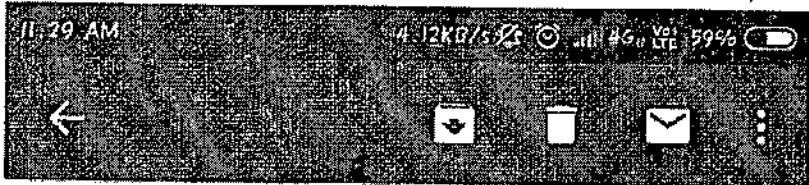
CTC offered – Rs. 2,00,160/- L.P.A

Joining Date – (December 17, 2018)

Please provide your acceptance within 3 days for proceeding further. (Till 19th December 2018)

Please fill in your details in the following link.

<https://docs.google.com/forms/d/11gTWBELiUCIwbWk5JTjkfxWE49XW4payyfjS2QLNyb8/viewform>



HR ASPL
to me, Lakshminarayana, Alloysius...
3 days ago View details

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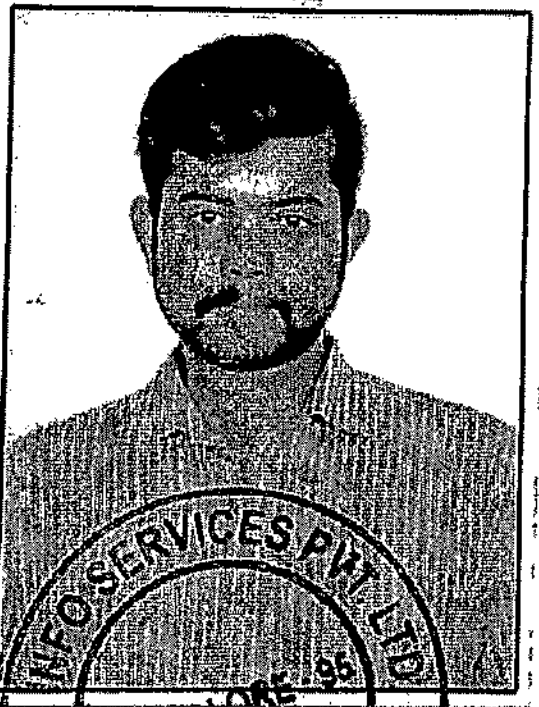
Please provide your acceptance within 3 days for proceeding further. (Till 19th December 2018)

Please fill in your details in the following link.

<https://docs.google.com/forms/d/11gTWBEIIUCIwbWk5JTjkfxWE49XW4payyfjS2QLNyb8/viewform>

Image removed by sender.
https://lh5.googleusercontent.com/T7nAoZGoB4Qiz_LIqJznDKQv5GvnoGH6mP31NdZAq0w/r630-p

aspi



Name

CHANDA

Emp Id

10022GALAJ

Signature of Issuing Authority

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

Gurraj M



Mobile: 8884787725

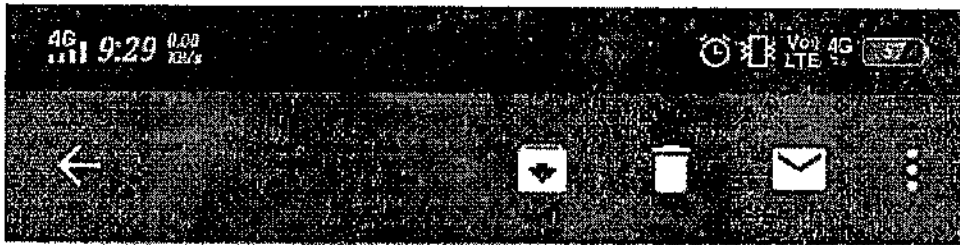
Expiry Date: 12/19

Branch: Jspiders

Rajajinagar

Read mandatory instructions and intro below


www.jspiders.com www.jspiders.co.in



Offer for Graduate Apprenticeship training




Nanjundaswamy
to psrajamani1997, mandarsi...
1:35 PM View details

 Dear Sir/Madam,

We are pleasure to inform you that you have been shortlisted for Graduate Apprentice training in Bharat Electronics Limited, Bangalore.

Instruction sheet is attached for your information. For more details log on to our website- WWW.BEL-india.in.

Regards,

 Nanjundaswamy

Dy. Manager (HR/CLD).

Bharat Electronics Limited, Jalahalli

ph.22195323


BHARAT ELECTRONICS LIMITED
JALAHALLI, BANGALORE - 560013
CENTRE FOR LEARNING AND DEVELOPMENT





Hope Light
Achieve Impossible · Technologies

ISO 9001:2008 CERTIFIED

SOFTWARE SOLUTIONS & IT TRAINING

OFFER OF EMPLOYMENT

TO,

Date : 5th July, 2018
Place: Tumkur.

AISHWARYA A M

Dear AISHWARYA A M,

We refer to your application and our recent discussion with regards to your employment with us.

We confirm our offer of employment to you as **Software engineer** for HLT software solutions

Your Joining Date from 1st Aug, 2018.

Please Read the Terms and conditions thoroughly.

Terms & Conditions

- Your reporting and responsibilities will be advised to you by Manager HLT.
- It is expected that you will discharge your assigned responsibilities with high standard of performance, quality, integrity, and discipline
- You shall, while in the services of the company, devote your most of the time and attention exclusively for the Company's work and responsibilities assigned to you. You shall not engage in any other commercial/business pursuit, either part time or otherwise, for any monetary gains without informing the Management.
- You have to stay in the Company in the Timings Proposed by the organization.
- You shall be obliged to follow the work processes, technical standards, protocols and general instructions issued thereof, and service rules of the Company as in force and/or amended from time to time.
- If any information furnished or declaration given by you in regard to your employment to the Company is found to be false or any material information willfully suppressed, your appointment would be liable for termination without any notice or compensation.
- You are not supposed to Share any Company Secrets , material to any of Outsiders, if found your appointment would be liable for termination without any notice or compensation.
- Upon termination of employment, you will also return all company property, which may be in your possession. It would be obligatory on your part to get a proper relieving letter from the Management before your services are deemed to be concluded.



Leave Policy:

- There will be 1 Paid leave per month post which the Leaves are unpaid.
- Employee must inform 2 days in advance about the Date of Leave if it is One Day leave.
- Employees must inform 1 week in advance about the Date of Leave if it is Long leave more than 1 day.
- In case of Violation of Leave Policy, Company may take any serious action like delayed payment of Salary or Termination etc.

Dress Code:

- HLT expects employees to dress appropriately in business casual attire. Because our work environment serves customers, professional business casual attire is essential. Customers make decisions about the quality of our products and services based on their interaction with you.
- HLT Expects the Employees to Wear the ID Tags when they are in work environment.

Compensation Break Down & Rating:

- Your compensation will be fixed at 2,4000/- P.A.
- You will be reviewed and Rated every month by the Manager in charge based on your performance
 - Blue-- Extraordinary performer where you are paid 110% of the salary.
 - Green- Up to the mark performer where you are paid 100% of the salary
 - Amber--Need to improve the performance-15 days grace period is given for improving your performance post which if there is no improvement only 90% of the salary will be paid.
 - Red-upon reviewing Amber if there is no improvement even after 1 month you are paid with only 70% of salary if there is no improvement leads to Termination.

Shares:

- You will be offered a 5% share on each successful admission by your referral or Marketing or strategy.
- You will be offered a 5% share on successful completion of the training batch which will be paid at the end of every 6 months.
- These share values are subjected to change based on the company and individual performance.

Separation Policy:

- Separation or termination of employment can be done by either of the parties with a valid reason. The Date of Termination needs to be informed by either employee or company 1-month in advance.
- If there is any misbehavior or Violation of the Terms & conditions, HLT can immediately terminate the Employment of such employees without any notice & can take serious action.

Sincerely

K.S. Sadiya
Human Resource executive.
Talent Acquisition Team
For and on behalf of
HLT software solutions

[Handwritten Signature]

NOPE LIGHT TECHNOLOGIES
2nd Floor, 6th Cross, M.G. Road,
TUMKUR - 572 101.





QUINTELCOM

Offer Letter

To,

Rajesh R

#64, 15th Cross Marutinagar,
Sonnenahalli,
Bangalore-560056.

Dear Rajesh R,

We are pleased to offer you employment with QUINTEL DIGITAL TELECOMMUNICATIONS PVT LTD, in the position of "Developer and Back End Process Engineer" for Qbox.

Commencement: Your employment with QUINTEL DIGITAL TELECOMMUNICATIONS PVT LTD will commence on 28/07/2018, and in subject to appointment as provided below. You shall be placed at Nagarabhavi office; however, you may be required to travel anywhere within India or Abroad. Your employment shall continue to be governed by the terms of this appointment letter even when deputed or positioned outside Bangalore.

At the time of reporting to duty you shall provide the Company, a copy of the documents, listed at the end of this Letter of Appointment.

Duties:

You shall serve the company in the capacity of "Developer and Back End Process Engineer" and shall carry out such duties as described to you and you have agreed to the same.

- You have agreed to work on a night shift as well.
- You have agreed to travel anywhere in India independently or along with the directors for official works.
- You have agreed to attend Official conferences for liaising with clients. You have also been informed that it may need you to follow a modern conference dress code.
- You will devote your full time, skill and attention to the work of the company, and shall carry your duties faithfully, sincerely, diligently, efficiently and to the best of your ability.
- Without the company's prior written consent, you will not perform any other work for pay during your employment term, nor will you, alone or with others, directly or indirectly establish or conduct work that is competitive with the company's work whatever its form, or take any financial interest in or perform work for such a business, whether or not for consideration.

Rajesh
QUINTEL DIGITAL TELECOMMUNICATIONS PVT LTD

Intellectual property Rights:

All industrial and intellectual property Rights, including but not limited to patent rights, design rights, copyrights and related rights, database rights, trademark rights and chip rights, ensuring within the framework of the work performed by you pursuant to your employment contract will be exclusively vested in Company. You may not independently during your employment and subsequent to termination, disclose, multiply, use, manufacture, bring on the market or sell, leave, deliver or otherwise trade, offer on behalf of any third-party commission registration of the results of your work. To the extent that such inventions are performed under the company's direction, you shall fully, freely and immediately communicate any invention to the company and all rights, title and interest to any such invention shall be sole property of the company.

In pursuance of the above:

You will give the company and its solicitors and / or its patent attorneys all the necessary assistance and cooperation in connection with the preparation and prosecution of any application for patent, design, registration or copyright by the company in respect of the invention.

You irrevocably appoint the company and the managing director of the company jointly and severally your true and lawful attorney to execute all such documents and do all such things as in the opinion of the company may be necessary or requisite for any such purpose.

Confidentiality:

You are aware that in the course of employment under this appointment letter you will have access to and may be entrusted with information in respect of the work and financing of the company and its dealings transaction and affairs and intellectual property including patent, trade secrets and processes, all of which information is or may be confidential.

Neither during the term of this agreement nor upon termination thereof will you inform any third party in any form, directly or indirectly of any particulars concerning or related to the business conducted by the company or its affiliate, including but not limited to technical, financial and business information and models, names of potential clients or partners, proposed transactions, reports, plans, market prognoses, computer software, databases, data technical knowledge, trade secrets, processes or other confidential information belonging to the company or the company's clients concerning, which you could or should reasonably have known were not intended for third parties, regardless of whether such information includes any reference to its confidential nature or ownership and regardless of how you learned of the particulars.

It is a condition of your employment that you will not except as authorized by the company, or as required by your duties for the benefit of the company, make copies, compile, merge, assemble or process information, products or systems of the company or disassemble, reproduce or decompile the source code of the computer software included in those products or systems or attempt to deduce the source code of such software in any manner.

RS

Rajesh

This restriction shall cease to apply to any information or knowledge which may subsequently come into the public domain other than by way of authorized disclosure.

All confidential records, documents and other paper together with any copies or extracts thereof made or required by you in the course of your employment shall be the property of the company and must be returned on the termination of your employment.

Violation of any one of the prohibitions set out above during the term of employment will constitute an urgent reason for the Company to summarily dismiss you and take any sort of legal actions.

Confidential Information:

This shall include all intellectual property, trade secrets, all information which has been specifically designated as confidential by the Company, any information which relates to the commercial and financial activities of the Company or any such confidential information concerning any other company or any of its suppliers, agents, distributors or customers. The unauthorized disclosure of any such information, which may embarrass, harm or prejudice the Company. It does not extend to information already in public domain unless such information has arrived there through unauthorized means. All notes and memoranda of any confidential information which shall be the property of the company and shall be surrendered by you to someone duly authorized in that behalf at the termination of your employment or at the request of the management at any time during the course of your employment.

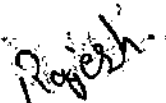
Violation of the prohibitions set out above during the term of employment will constitute an urgent reason for the company to dismiss you and take any sort of legal actions.

Termination:

Your employment may be terminated at any time of yourself, or by the Company, upon providing one month's written notice to the other party. In the case of the company, termination may be effected by payment of salary equal to your notice period not worked as payment in lieu of notice. In the event that you seek to terminate your employment, the company shall have the sole discretion to terminate your employment with immediate effect, without making any payment.

The Company may dismiss you from employment without notice or any payment or salary equal to notice period / in lieu of notice, if you: engage in serious misconduct with your senior or any other employee harming the company's ambience and image, commit a serious or persistent breach or nonobservance of any condition of your employment, are convicted of an indictable offence knowingly

or repeatedly act in excess of your powers; or in contravention of the instructions of the Supervisor or the management knowingly or repeatedly in incompetence or negligence to the material detriment of the company and its affairs. Act with gross or repeated incompetence or negligence to the material detriment of the Company and its affairs. Grossly or repeatedly contravene the provisions of the Non-competition clause or the Confidentiality Clause hereof.



If you are found not competent or are not anymore working competently upon termination of this Agreement you will be obliged to immediately return to the Company all property belonging to the Company including materials, documents and information copied in any form whatsoever (laid down in any form whatsoever, data carriers, computer software and data files, articles, keys and similar items.

This Agreement of Appointment is governed by and shall be construed in accordance with the laws of India.

The parties to this Agreement submit to the exclusive jurisdiction of the courts of Bangalore, India. This Agreement contains the entire understanding between you and the Company supersedes all previous agreements and arrangements (if any) relating to your employment by the company (which shall be deemed to have been terminated by mutual consent). There are no collective agreements, which directly affect the terms and conditions of your employment with the company.

On termination of this Agreement of Appointment the company may deduct from sums then owing from it to you by way of salary or otherwise any sums owing from you to it. Company is excited about the prospective future growth of its business and the opportunities that creates for both its employees and the Company.

QUINTEL DIGITAL TELECOMMUNICATIONS PVT LTD welcomes you to our team and we are confident that you will make an effective contribution. We at Company look forward to work with you. If you are agreeable to the above terms and conditions of appointment, then kindly confirm your acceptance of appointment by signing and returning the attached copy of this Letter to Ms. Shylaja Shrikanth within five (5) days of receiving the appointment letter.

UNDERTAKING

I the undersigned employee of QUINTEL DIGITAL TELECOMMUNICATIONS PVT LTD Here by agree to work with QUINTEL DIGITAL TELECOMMUNICATIONS PVT LTD for a Minimum period of 1 Year of my employment from the date of this undertaking as Mentioned in the specific agreement.

I understand that the company might have spent on my training and I would also have Been involved in projects during this period.

I agree and understand that if I decide to leave the company during this period I would have to bear any damages and losses that the company sustains because of my departure. At least a minimum of rupees One Lakh (Rs. 1 lakh).

Employee:

Signature: Rajesh

Date: 28/07/2018

Rajesh

Rajesh

Acknowledgement

I Rajesh R have read and understood the above, and accept the appointment upon the terms and conditions as outlined for my position at Quintal Digital Telecommunications Pvt Ltd.

Rajesh R
Signature of the employee

Name: Rajesh R

Date: 28/07/2018

Shylaja L
Signature of the Employer

Name: Shylaja Shrikanth

Date: 28/07/2018

Witnessed by:

Name of the witness: SAHANA M

Designation: Accountant

Date: 28/7/2018

Signature: *Sahana M*

Department:

1. List of documents to be furnished by you to the HR department:
2. On the day of reporting please furnish the original copy of the following documents:
3. Proof of the age
4. Educational certificates and mark sheets (original and Xerox)
5. Certificates of previous experiences (original and Xerox)
6. Relieving letter from last employer (original and Xerox)
7. Salary certificate from the last employer (original and Xerox) (if any)
8. Form 16 from the last employer (if any)
9. Passport size photographs (4 nos.)
10. Send a confirmation regarding your acceptance of this job to info@quintelcom.com



Kavya G <itskavyag@gmail.com>

Fwd: Regarding Confirmation of Job – Rashmi K B

1 message

Rashmi K B<Rashmib0311 @lordshire.com>

Mon, Nov 12, 2018 at 12:51 PM

To: itskavyag@gmail.com

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

From: Subha Deepika <subha@lordshire.com>

Date: Fri, Nov 2, 2018, 5:45 PM

Subject: Regarding Confirmation of Job - Rashmi K B

To: Rashmi K B <Rashmib0311@lordshire.com>

Cc: Nagaraj H N <hnnagaraj@lordshire.com>, HN Ramesh <hnramesh@yahoo.com>

Dear **Rashmi K B**,

After reviewing your performance by the management, it has been observed that there was a good performance all throughout.

But the expectation from management is that everyone should contribute to all the tasks related to the company. As long as you are in the company, you are obliged to take all the tasks whenever it is required and assigned.

Please note that you are being confirmed considering that you would follow these going forward.

Thanks & Regards,

Subha Deepika
HR Manager



Hope Light
Achieve Impossible Technologies

ISO 9001:2008 CERTIFIED

SOFTWARE SOLUTIONS & IT TRAINING

OFFER OF EMPLOYMENT

TO,

Date : 5th July, 2018

Place: Tumkur.

MAHESHWARI B

Dear MAHESHWARI B,

We refer to your application and our recent discussion with regards to your employment with us.

We confirm our offer of employment to you as **Software engineer** for HLT software solutions

Your Joining Date from 1st Aug. 2018.

Please Read the Terms and conditions thoroughly.

Terms & Conditions

- Your reporting and responsibilities will be advised to you by Manager HLT.
- It is expected that you will discharge your assigned responsibilities with high standard of performance, quality, integrity, and discipline
- You shall, while in the services of the company, devote your most of the time and attention exclusively for the Company's work and responsibilities assigned to you. You shall not engage in any other commercial/business pursuit, either part time or otherwise, for any monetary gains without informing the Management.
- You have to stay in the Company in the Timings Proposed by the organization.
- You shall be obliged to follow the work processes, technical standards, protocols and general instructions issued thereof, and service rules of the Company as in force and/or amended from time to time.
- If any information furnished or declaration given by you in regard to your employment to the Company is found to be false or any material information willfully suppressed, your appointment would be liable for termination without any notice or compensation.
- You are not supposed to Share any Company Secrets , material to any of Outsiders, if found your appointment would be liable for termination without any notice or compensation.
- Upon termination of employment, you will also return all company property, which may be in your possession. It would be obligatory on your part to get a proper relieving letter from the Management before your services are deemed to be concluded.



Leave Policy:

- There will be 1 Paid leave per month post which the Leaves are unpaid.
- Employee must inform 2 days in advance about the Date of Leave if it is One Day leave.
- Employees must inform 1 week in advance about the Date of Leave if it is Long leave more than 1 day.
- In case of Violation of Leave Policy, Company may take any serious action like delayed payment of Salary or Termination etc.

Dress Code:

- HLT expects employees to dress appropriately in business casual attire. Because our work environment serves customers, professional business casual attire is essential. Customers make decisions about the quality of our products and services based on their interaction with you.
- HLT Expects the Employees to Wear the ID Tags when they are in work environment.

Compensation Break Down & Rating:

- Your compensation will be fixed at 2,4000/- P.A.
- You will be reviewed and Rated every month by the Manager in charge based on your performance
 - Blue – Extraordinary performer where you are paid 110% of the salary.
 - Green- Up to the mark performer where you are paid 100% of the salary
 - Amber –Need to improve the performance-15 days grace period is given for improving your performance post which if there is no improvement only 90% of the salary will be paid.
 - Red-upon reviewing Amber if there is no improvement even after 1 month you are paid with only 70% of salary if there is no improvement leads to Termination.

Shares:

- You will be offered a 5% share on each successful admission by your referral or Marketing or strategy.
- You will be offered a 5% share on successful completion of the training batch which will be paid at the end of every 6 months.
- These share values are subjected to change based on the company and individual performance.

Separation Policy:

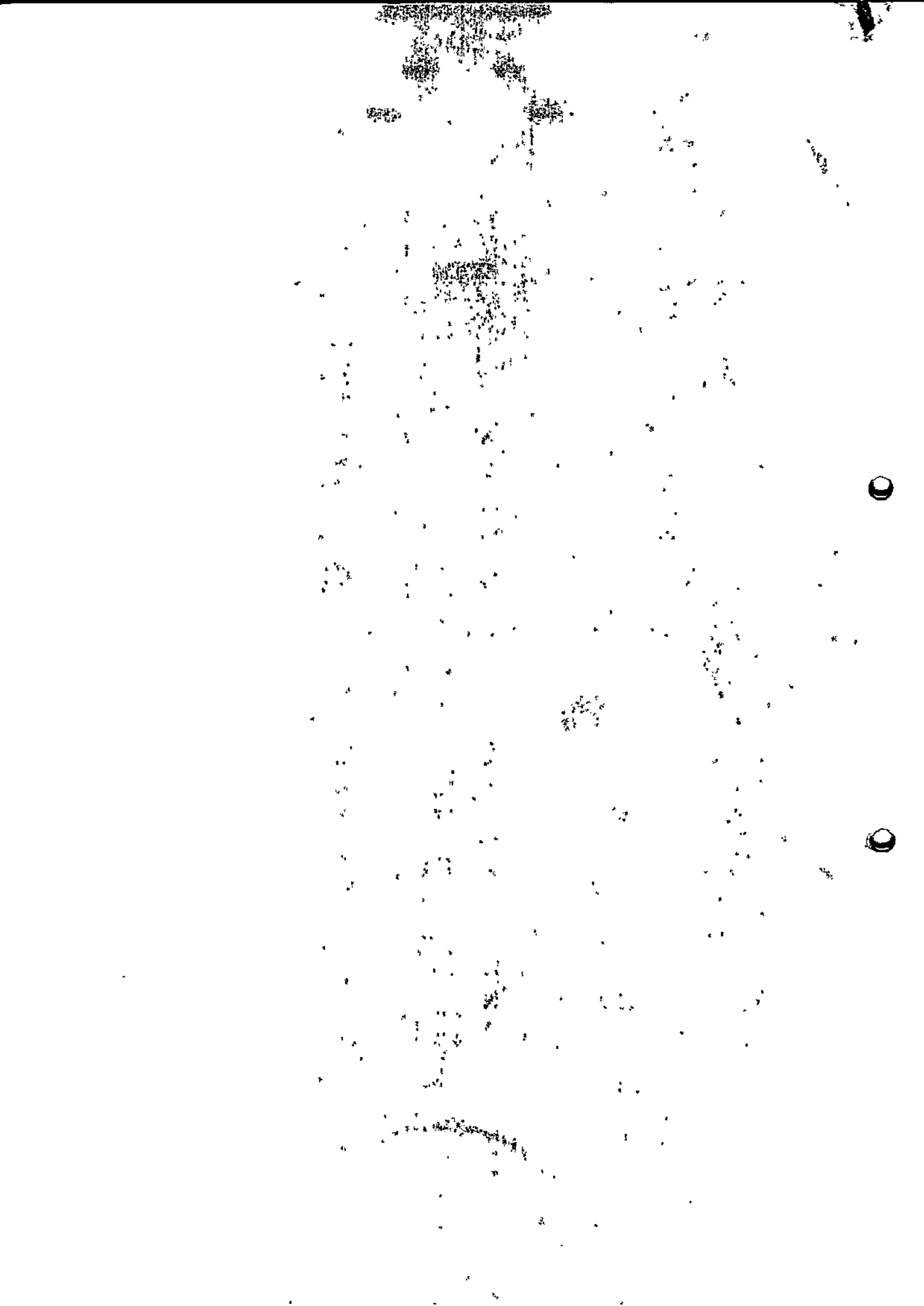
- Separation or termination of employment can be done by either of the parties with a valid reason. The Date of Termination needs to be informed by either employee or company 1 month in advance.
- If there is any misbehavior or Violation of the Terms & conditions, HLT can immediately terminate the Employment of such employees without any notice & can take serious action.

Sincerely

K.S. Sadiya
Human Resource executive
Talent Acquisition Team
For and on behalf of
HLT software solutions

HOPE LIGHT TECHNOLOGIES
2nd Floor, 4th Cross, M.G. Road,
TUMACUR - 572 101.





RLABS



Name	Shwetha A
Code	IB1844
Blood Group	B+ve



Ref No-RLABS/HRD/BLR/AL 705/2018

August 13, 2018

To,

Shweta A

Employee Code: IB1844

Appointment Letter

Dear Shweta A

With reference to the offer letter dated, **August 7, 2018** you have been appointed as **Support Consultant** from **August 13, 2018** in our Company with following terms and conditions.

Your CTC will be **Rs.250000** /- per annum, inclusive of Statutory deductions, Taxes, Annual benefits etc.

Matter of your compensation is confidential information of the company. Any discussion or disclosure of your compensation with anybody other than your departmental head or HR will be considered as breach of company policy by you.

Your compensation package is unique to you and not for comparison with other employees of the company.

You will be on probation for a period of **six months** from the date of your joining.

You will be confirmed in the service s of the Company on successful completion of your probation and confirmation, as and when done, shall be in writing.

Your probation may be extended at the discretion of the management, if your performance or conduct is not found satisfactory during your probation.

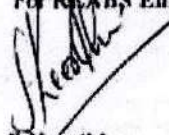
You will be governed by the terms and conditions stipulated in the Annexure A and those from time to time as stipulated by the Company.

We take this opportunity to welcome you and look forward to a long and mutually beneficial association.

Thanking you,

For **RLABS Enterprise Services Ltd**

I accept the terms and Conditions



S. Keerthi

Sr. Manager-Human Resources

Signature

Date 13/08/2018

Corporate Office : RLabs Enterprise Services Limited, (Formerly Known as ILABS Enterprise Services Pvt. Ltd.)

H.No. 8-3-863/B, 2nd Floor, Singhania Towers, Green Lands, Parijagutta, Hyderabad - 500 082. Ph: 040-40381234

Other Locations : #40, 6th Sector, 12th Main, Behind BDA Complex, HSR Layout, Bangalore - 560 102. Tel: 080-61226400

E-mail: info@rlabsglobal.com, Website: www.rlabsglobal.com

10-2-21

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IN TIME TEC

Visionsoft Pvt. Ltd.

401-403, Amrapali Plaza, Amrapali Circle, Vaishali Nagar, Jaipur -302021. Ph.: - 0141-4027370
Third Floor, Site No.271, Sri Ganesha Complex, Hosur Main Road, BTM 1st Stage, Bangalore-560068.
Ph.:-08065473795

Unit No. 1204, 12th Floor, Rupa Solitaire, MBP Circle, Mahape, Navi Mumbai - 400710

Date: 31th Jan'19

Employment Offer Letter

Tejasvi M Arya

Email: tejasviarya1996@gmail.com

Contact No: +91- 9108712525

Dear Tejasvi M Arya,

This is a response to your application for employment with **In Time Tec Visionsoft Pvt. Ltd.** We are pleased to offer you an employment with **In Time Tec Visionsoft Pvt. Ltd.** as **Jr. Software Engineer** at our Bangalore office located at **3rd Floor, Ganesha Complex, opposite Central Silk Board, Madivala, Bangalore (Karnataka) – 560034.**

Joining date and salary

You are required to report to duty at our office on **4th Feb'19.** Your monthly cost to company on joining **In Time Tec Visionsoft Pvt. Ltd** is Rs. 29,167/- (**Rs. Twenty-nine thousand one hundred and sixty-seven only per month**)

Probation period & Confirmation

You shall serve a probationary period of six months from the date of joining. Upon your satisfactory completion of the probation period, you shall be confirmed in the permanent establishment of the company. The company reserves the right to either extend the probationary period or terminate your employment in the event that your performance is not up to expectations.

Bonus Plan

You will be eligible for the bonus plan from the day of your joining depending on your performance according to the company policy.

Appraisal

Performance reviews and annual appraisals are done in the month of April and increments are therefore granted on merit according to the company policy. You will be eligible for the first appraisal in the month of April on pro rata basis in case duration of service is less than one year.



INTIME TEC

Visionsoft Pvt. Ltd.

401-403, Amrapali Plaza, Amrapali Circle, Vaishali Nagar, Jaipur -302021. Ph.: - 0141-4027370
Third Floor, Site No.271, Sri Ganesha Complex, Hosur Main Road, BTM 1st Stage, Bangalore-560068.
Ph.:08065473795
Unit No. 1204, 12th Floor, Rupa Solitaire, MBP Circle, Mahape, Navi Mumbai - 400710

Place of work and mobility

You will serve the company or any of its subsidiaries or associated companies in any location within or outside of India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

Non-Disclosure and Intellectual Property rights

As a condition of your employment, you will be required to sign the company's standard form of employee non-disclosure and intellectual property assignment agreement at the time of your joining. The company retains ownership of intellectual property rights relating to copyrights concerning works undertaken while in the employment of the company. You are also not allowed to carry portable storage device in and outside of the company premises.

Termination and Notice period

Either the company or you may at any time terminate this agreement by giving in writing to the other party two months' notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice though the buyout of notice period will be entertained only subject to management approval. This clause will be applicable only after successful completion of probation. During probation period of the six months, prior notice of 15 days is required. Your offer will be considered as null and void in case you have any backlogs at the time of joining.

Annual Leave

From the day of joining, you shall be entitled to annual leave accordingly to company rules. The company's holiday year runs from the first day of January to the last day of December.

The number of annual leave is determined by the number of declared holidays for that business area. The total number of holidays taking into account declared national holidays and annual leave entitlement for the calendar year is 18 (Excluding all national holidays) for all employees. Employees with less than 1 years' service receive a proportional amount of annual leave entitlement. Further details would be given to you at the time of your joining the organization.



IN TIME TEC

Visionsoft Pvt. Ltd.

401-403, Amrapali Plaza, Amrapali Circle, Vaishali Nagar, Jaipur -302021. Ph.: - 0141-4027370
Third Floor, Site No.271, Sri Ganesha Complex, Hosur Main Road, BTM 1st Stage, Bangalore-560068.
Ph.:-08065473795

Unit No. 1204, 12th Floor, Rupa Solitaire, MBP Circle, Mahape, Navi Mumbai - 400710

Salary Break-up Letter

Dear Tejasvi M Arya,

Your monthly salary detail & total cost to company is as follows:

Components	Monthly Rs.
Basic Salary	14584
House Rent Allowance	7292
Academic Research Allowance	1000
Telephone & Internet Allowance	1500
Other Allowance	1490
Gross Salary	25866
Health Insurance	800
Provident Fund (Employer Part)	1800
Gratuity	701
Total cost to company	29167

Kindly note:

The company is responsible for deducting taxes, PF, Health Insurance & any other govt. liability that is binding by the law. The salary paid to you will be calculated by deducting any such payments from your gross salary.

Best Wishes,

For In Time Tec Visionsoft (p)Ltd.

Kritika Gupta
Asst. Manager-Recruitment



IN TIME TEC

Visionsoft Pvt. Ltd.

401-403, Amrapali Plaza, Amrapali Circle, Vaishali Nagar, Jaipur -302021. Ph.: - 0141-4027370
Third Floor, Site No.271, Sri Ganesha Complex, Hosur Main Road, BTM 1st Stage, Bangalore-560068.
Ph.: -08065473795
Unit No. 1204, 12th Floor, Rupa Solitaire, MBP Circle, Mahape, Navi Mumbai - 400710

Rules and Regulations

Your Job will be subject to the policies, rules and regulations of the company, as promulgated and modified from time to time in relation to your conduct, employment and all other matters. In addition to the above, all other policies, rules and regulations as may be in operations at the time of your accepting the appointment with the company as may be amended or altered from time to time at the discretion of the company will apply to you.

Acceptance

Please sign the duplicate copy of this letter indicating your acceptance to the offer of employment and send it to us as early as possible. If we do not hear from you within 10 days from the date of this letter, we shall assume that you do not take up the company's offer of an employment and our offer expires. We look forward to having you in the In Time Tec Visionsoft family.

Regards,

Kritika Gupta

Asst. Manager-Recruitment

In Time Tec Visionsoft Pvt.Ltd.

I hereby agree to and accept the terms of employment offer and shall report for duty on the

Signature

(Name).....

Date.....



Megha Devraj <meghadevaraju@gmail.com>

You have been made a offer of INTERN SAP ABAP

1 message

hema.hotti <hema.hotti@naukirrms.com>

Fri, Nov 9, 2018 at 5:22 PM

Reply-To: "hema.hotti@savitech.com" <hema.hotti@savitech.com>

To: "meghadevaraju@gmail.com" <meghadevaraju@gmail.com>, "hr@savitech.com" <hr@savitech.com>, "seema.raikar@savitech.com" <seema.raikar@savitech.com>, "hema.hotti@savitech.com" <hema.hotti@savitech.com>, "payal.nayak@savitech.com" <payal.nayak@savitech.com>

SAVIC Technologies Private Limited**Congratulations! You have been made a offer.**Dear **Megha D,****Address:**

#89, 9th cross, 17th main,
Freedom fighters colony,
Laggere Ext, Bengaluru-58
Karnataka, India.

Mobile: 9980733065**Email ID:** meghadevaraju@gmail.com

Please find the offer details below:

- **Designation:** INTERN SAP ABAP
- **Offer Date:** 09 Nov 2018
- **Joining Date:** 12 Nov 2018
- **Location:** Bengaluru / Bangalore

Office Address:

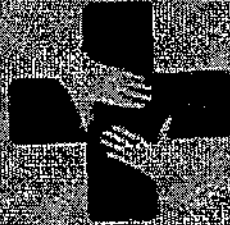
SAVIC Technologies Pvt. Ltd.
7, 1st Floor, 3rd cross, Wilson Garden,
Bangalore - 560027

Office Time: 9:30 AM - 6:30 PM

We would like you to join as early as possible, but not later than **12th November 2018** beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon in writing.

Upon acceptance of this offer Company may, if required, carry necessary background/referral check including but not limited to enquiries with your present employer. Employment as per this offer is subject to your background/referral check and being medically fit at the time of your joining. By accepting this offer you are accepting our background verification policy.

MEDICLARE



Gunavathi N
Technical Support
Representative - LS 1016

Uniclare



- You will accept, support and work within the management, financial, personnel, internal, control and reporting systems, policies, practices, procedures as determined by the Company or your Supervisor, from time to time.
- You will be required to sign a bond of 1 year on joining the firm. Acceptance to this order itself indicates your confirmation.

Hours of work:

- There is no limited office time limits and will attend the office whenever called for. This might include early morning hours or late night hours.
- Notwithstanding the above the official time of work will be between 9.30 AM to 6.30 PM.
- Leaves have to be taken with written permission by mail or else it may be considered as insubordination.
- As this job does involve your personal attention, you have agreed that you will work on any holidays or Sundays when called for.

Conduct:

You shall conduct yourself in befitting manner and abide by all the conduct policy, the rules, and regulations of the Company.

Remuneration:

You will receive a consoled gross monthly remuneration package of Rs.15, 000/- (INR Fifteen Thousand only) during your probationary period of 3 months, agreed after which you will be confirmed on a permanent basis, later to which you will get other benefits as per company policies.

Review of salary:

Your remuneration shall be reviewed annually by the method of performance appraisal. Any increase in your remuneration package shall be on the sole discretion of the management and determined by considering your performance in the Company, the Company's performance and your contribution to the company.

Expenses:

The company will compensate you for all expenses that are reasonably incurred and that are directly related to the performance to your work. The reimbursement will be made only based on a statement of expenses that has been approved by the company. You should note here that a clear statement of expenses should be provided by you for claiming the reimbursement.

Method of Payment: Salaries and wages will be paid monthly by electronic funds transfer any day between 5th to 10th each month. The Company reserves the right to vary this procedure at its option. However, such variance will be communicated to you in advance.

Rajesh



Kavya G <itskavyag@gmail.com>

Fwd: Regarding Confirmation of Job - Gunavathi

1 message

Wed, Dec 19, 2018 at 12:51 PM

Gunavathi N <gunavathi@lordshire.com>
To: itskavyag@gmail.com

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

From: **Subha Deepika** <subha@lordshire.com>
Date: Fri, Nov 2, 2018, 5:45 PM
Subject: Regarding Confirmation of Job - Gunavathi
To: Gunavathi N <gunavathi@lordshire.com>
Cc: Nagaraj H N <hnnagaraj@lordshire.com>, HN Ramesh <hnramesh@yahoo.com>

Dear **Gunavathi**,

After reviewing your performance by the management, it has been observed that there was a good performance all throughout.

But the expectation from management is that everyone should contribute to all the tasks related to the company. As long as you are in the company, you are obliged to take all the tasks whenever it is required and assigned.

Please note that you are being confirmed considering that you would follow these going forward.

Thanks & Regards,

Subha Deepika
HR Manager

10-11-12

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PRIVATE AND CONFIDENTIAL**15 October 2018****JEEVAN A**

Dear Mr Jeevan,

Further to our recent discussions, we are pleased to offer you an employment with **Hebbale Labs Private Limited ("the Company")** on the following terms and conditions.

1. START DATE

Your employment with the Company shall commence on 15th October 2018 ("the Start Date") or such earlier date as is agreed between you and the Company.

2. JOB

You are being engaged as **Software Trainee** and will be expected to carry out duties appropriate to this appointment.

The Company will have the right to transfer you to any department or establishment forming a part of the Hebbale Labs Private Limited, inside or outside India, temporarily or permanently without any additional compensation.

3. JOB DESCRIPTION

You are required to carry out your duties to a high standard. The Company will have the right to require you to undertake additional duties and/or transfer you to other duties compatible with your skills and experience within Hebbale Labs Private Limited.

4. REMUNERATION

Your commencing CTC will be 2,40,000/- INR (Rupees Two Lakh Forty Thousand only)

5. PLACE OF WORK

You will initially perform your duties principally at the address given below. The Company will have the right to transfer you to any other work locations within Hebbale Labs Private Limited. You may be required to travel in the course of your duties.

#367, 2nd Floor, 9th Main Road, J.P.Nagar 4th Phase, Dollars Colony, Bangalore-560076.

6. PROBATIONARY PERIOD

Appointment to a permanent role is subject to confirmation following the completion of a satisfactory probationary period of not less than six months, or such additional period as may be deemed necessary by the company in its absolute discretion.

7. UNDERTAKING

The acceptance of this offer would mean that you will be mandated to serve the company for at least one year from the start date.

8. TERMS OF EMPLOYMENT

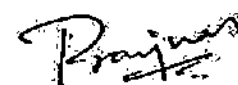
As enclosed in Annexure-1.

This offer of employment is contingent upon you fulfilling the background verification process that the organisation will conduct. This offer will be open for you to accept until 17th October 2018. If you have not accepted the offer by then, or been granted an extension of time for your acceptance, the offer will lapse without further notice being given to you.

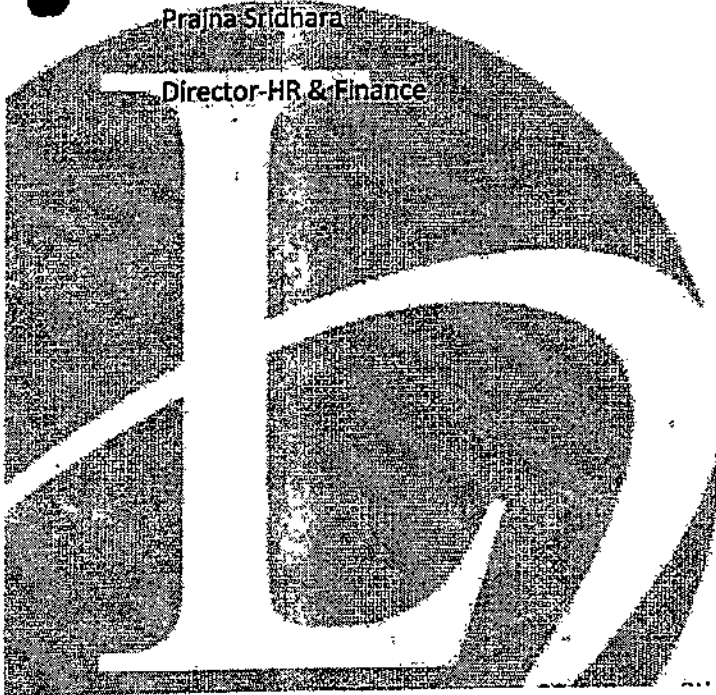
We welcome you as a member of our organisation and look forward to many years of beneficial collaboration. You must endorse your acceptance of this offer by duly signing the duplicate copy of this letter on all sheets at the bottom right corner and return to the undersigned either mailing it or handing it over to us.

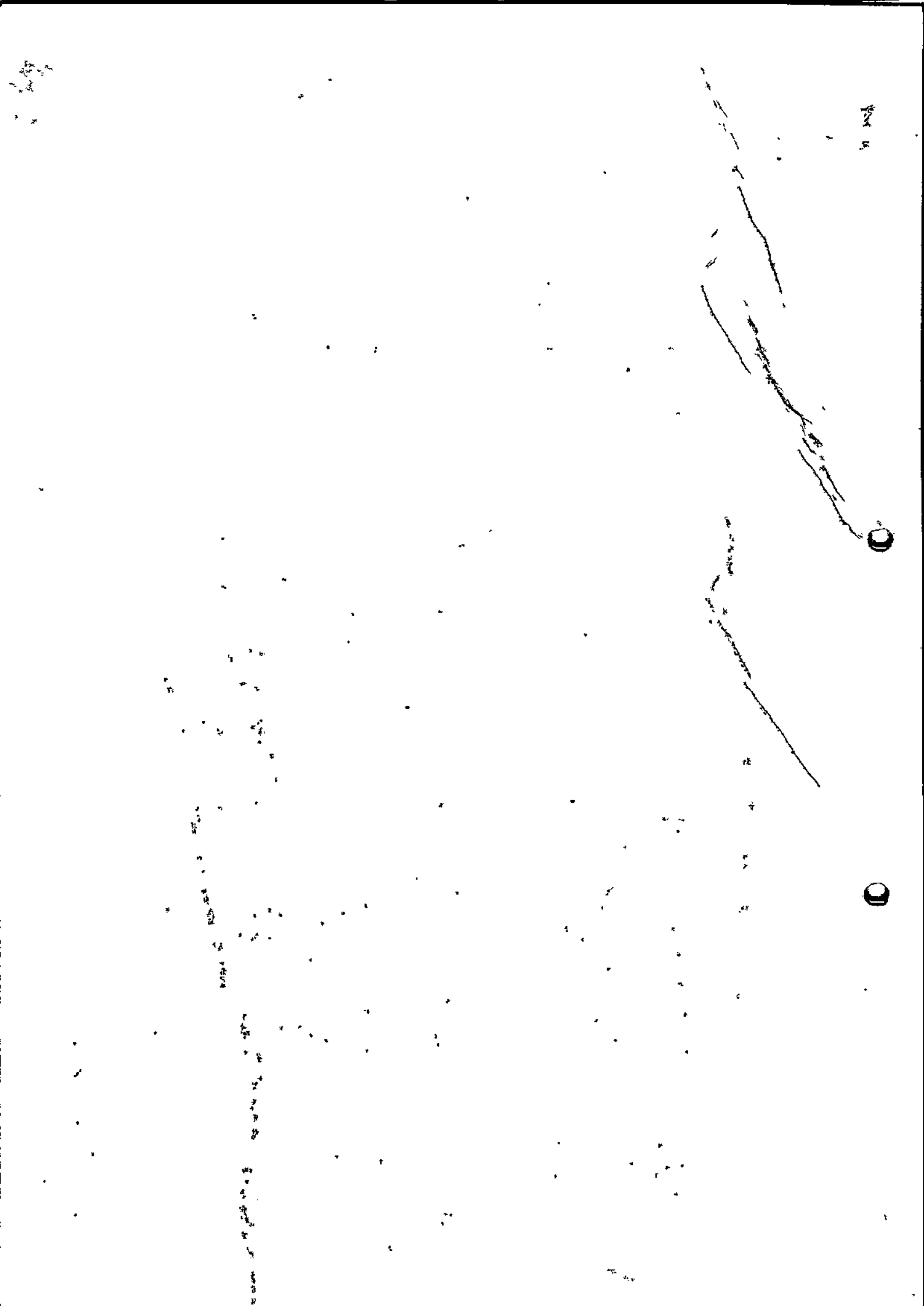
Yours Sincerely,

For Hebbale Labs Private Limited.



Prajna Siddhara
Director-HR & Finance





Oct 04, 2018

HR/BP/1018/380733

Ms. Sushma S
no 61, 1st cross, 1st main road, kamadhenu nilaya, rangnathpura,
kamakshipalya, bangalore-79,
Bangalore-560079

Letter of Appointment

Dear **Sushma**

- 1.0 **Appointment:** We are pleased to offer you an **Appointment** in our company as "Trainee Process Consultant". The details of your entitlements and your salary are as per Annexure-II.
- 2.0 **Date of Appointment:** Your effective date of Appointment will be on or before **Oct 04, 2018**. Any change in the date of joining will be communicated to you at the aforementioned contact details and such change will be at our sole discretion and without any liability on HGS.
- 3.0 **Initial Posting & Reporting:** Your initial posting in the normal course will be **Bangalore** and you will report to the respective Business and/or Functional Head.
- 4.0 **Documentation:** You are required to furnish the following at the time of joining duty-
 - 4.1 Proof of age;
 - 4.2 Certificates supplementing your SSLC (10th Standard) and highest educational / professional Qualification attainments;
 - 4.3 Appointment & Relieving letter of your previous employer, as applicable;
 - 4.4 8 (eight) passport sized photographs;
 - 4.5 Form 16 or any other authenticated document supplementing your earnings and income tax deduction / Paid In the current financial year; PAN Card Copy.
 - 4.6 Photocopy of Passport, if available.
 - 4.7 Photocopy of your Aadhaar Card with number
 - 4.8 PF No. / UAN (Universal Account Number) of previous employment.
 - 4.9 ESIC Number of previous employment.
 - 4.10 Any other documents as may be required by the Company.
- 5.0 **Terms and Conditions of Employment:** All the terms and conditions of your employment are attached here with as Annexure - I. The said terms shall (and as maybe modified from time to time) be applicable to you.

Please sign and return a copy of this letter within 3 days of receipt as a token of your acceptance.

Yours sincerely,


Kiran Kumar G
Assistant General Manager - Human Resources
Hinduja Global Solutions Limited

I have read the Appointment Letter and I fully understand and accept the terms & conditions contained herein

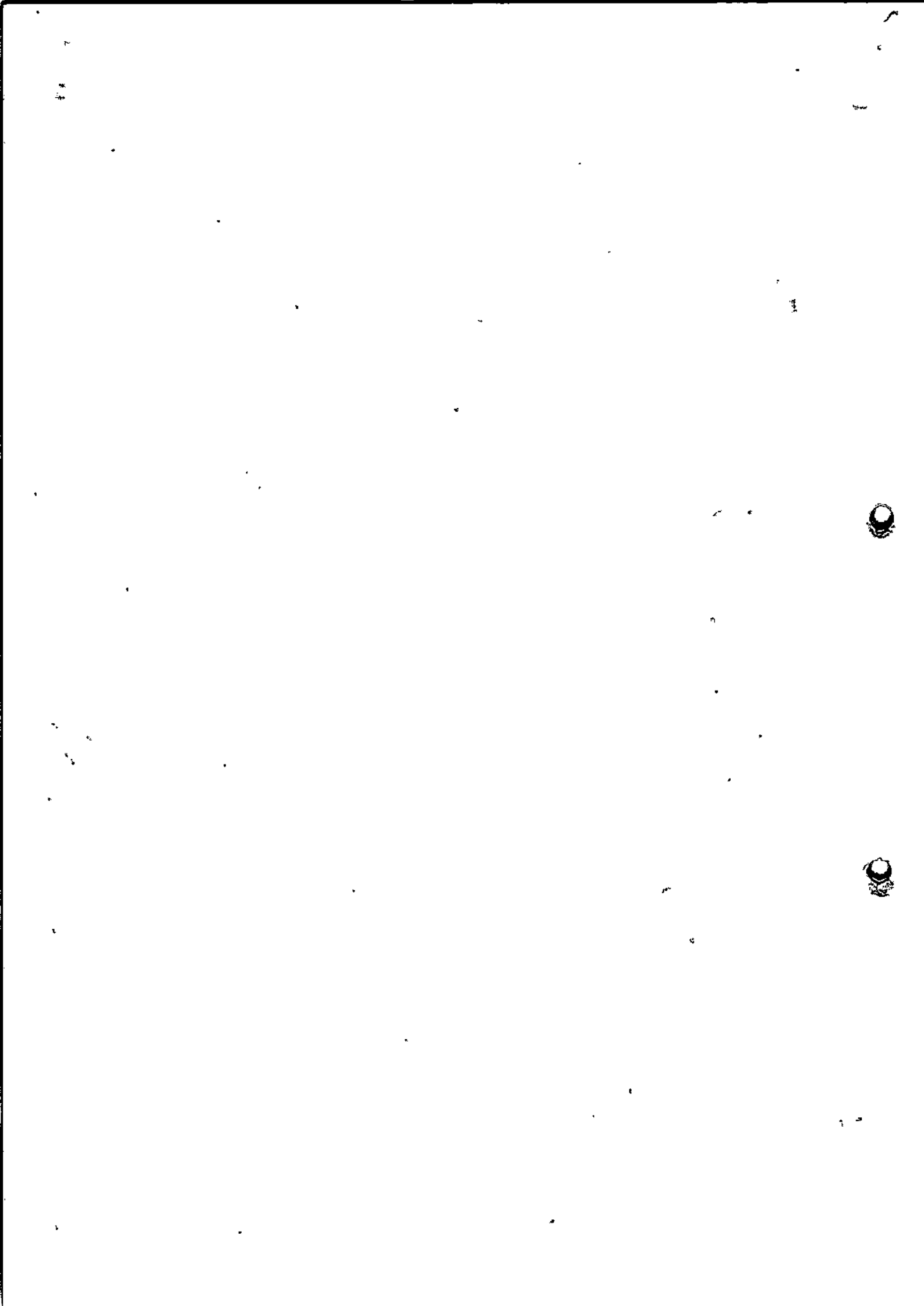
Signature: Sushma S
Name: 04/10/18
Date: SUSHMA S

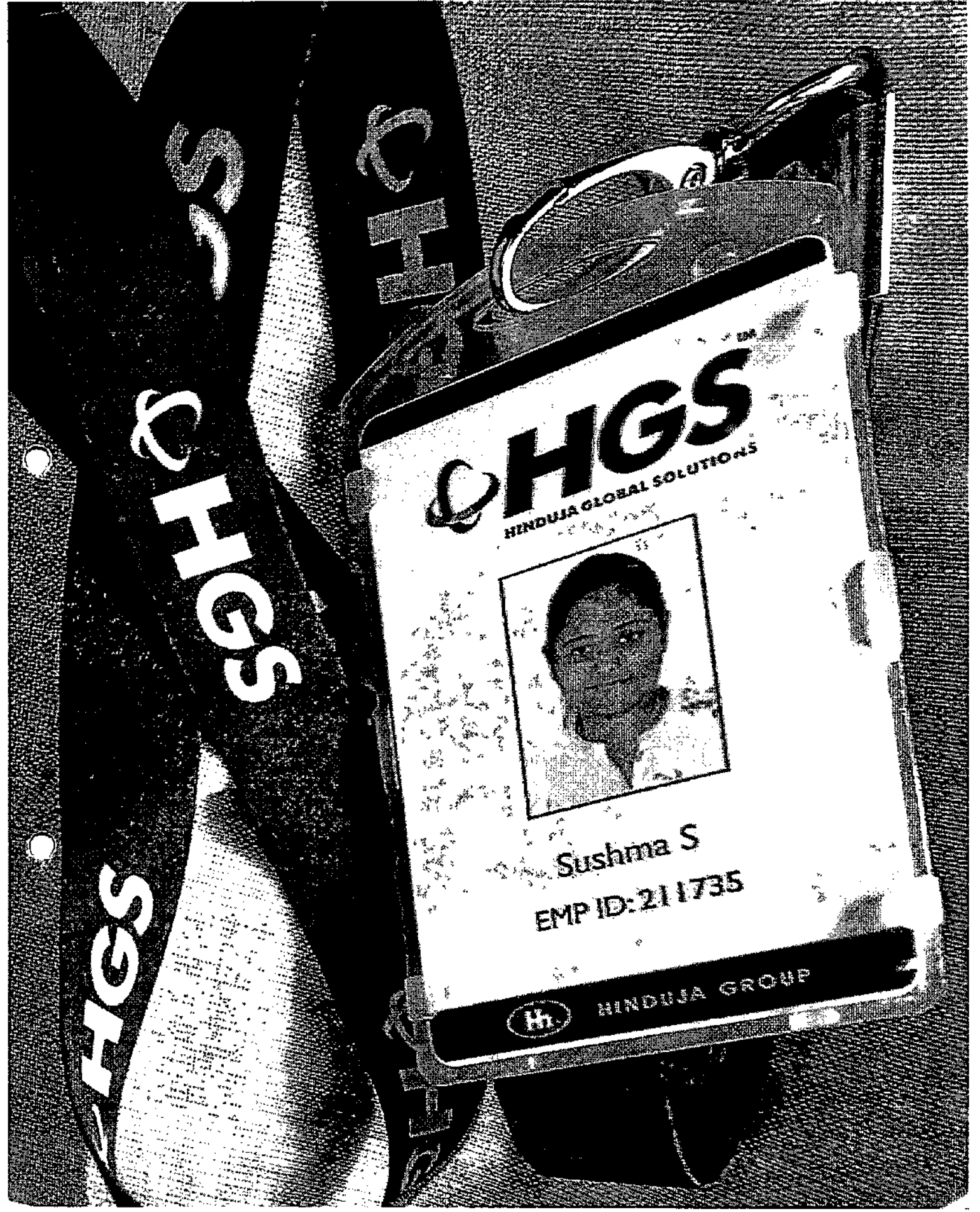
Encl: Annexure - I & II

HINDUJA GLOBAL SOLUTIONS LIMITED

Corporate Office: Gold Hill Square Software Park, No. 690, 1st Floor, Hosur Road, Bommanahalli, Bengaluru - 560 068, India. Telephone: 91-80-4643 1000 / 4643 1001
Regional Office: Hinduja House, No. 171, Dr. Annie Besant Road, Worli, Mumbai - 400 018, India. Telephone: 91-022-2496 0707, Fax: 91-22-2497 4208. Website: www.tear

Corporate Identity Number: L92199MH1995PLC084610





HGS
HGS
HGS

HGS
HINDUJA GLOBAL SOLUTIONS



Sushma S
EMP ID: 211735

H. HINDUJA GROUP

11/12/2018

Gmail - Fwd: Regarding Confirmation of Job – Swetha R



Kavya G <itskavyag@gmail.com>

Fwd: Regarding Confirmation of Job – Swetha R

1 message

Mon, Nov 12, 2018 at 12:51 PM

Swetha R <swethagowda666 @lordshire.com>
To: itskavyag@gmail.com

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

From: Subha Deepika <subha@lordshire.com>
Date: Fri, Nov 2, 2018, 5:45 PM
Subject: Regarding Confirmation of Job - Swetha R
To: Swetha R <swethagowda666@lordshire.com>
Cc: Nagaraj H N <hnnagaraj@lordshire.com>, HN Ramesh <hnramesh@yahoo.com>

Dear Swetha R,

After reviewing your performance by the management, it has been observed that there was a good performance all throughout.

But the expectation from management is that everyone should contribute to all the tasks related to the company. As long as you are in the company, you are obliged to take all the tasks whenever it is required and assigned.

Please note that you are being confirmed considering that you would follow these going forward.

Thanks & Regards,

Subha Deepika
HR Manager



PRIVATE AND CONFIDENTIAL**15 October 2018****RAKESH T**

Dear Mr Rakesh,

Further to our recent discussions, we are pleased to offer you an employment with **Hebbale Labs Private Limited ("the Company")** on the following terms and conditions.

1. START DATE

Your employment with the Company shall commence on 15th October 2018 ("the Start Date") or such earlier date as is agreed between you and the Company.

2. JOB

You are being engaged as **Software Trainee** and will be expected to carry out duties appropriate to this appointment.

The Company will have the right to transfer you to any department or establishment forming a part of the Hebbale Labs Private Limited, inside or outside India, temporarily or permanently without any additional compensation.

3. JOB DESCRIPTION

You are required to carry out your duties to a high standard. The Company will have the right to require you to undertake additional duties and/or transfer you to other duties compatible with your skills and experience within Hebbale Labs Private Limited.

4. REMUNERATION

Your commencing CTC will be 2,40,000/- INR (Rupees Two Lakh Forty Thousand only)

5. PLACE OF WORK

You will initially perform your duties principally at the address given below. The Company will have the right to transfer you to any other work locations within Hebbale Labs Private Limited. You may be required to travel in the course of your duties.

#367, 2nd Floor, 9th Main Road, J.P.Nagar 4th Phase, Dollars Colony, Bangalore-560076.



Hebbale Labs

Hebbale Labs Private Limited

#2627, 38th Cross, 9th Block, Jayanagar,

Bengaluru 560069, Karnataka, India.

Tel.: +91 80 26541055 Mobile: 7022690285

Website: www.hebbalelabs.com

6. PROBATIONARY PERIOD

Appointment to a permanent role is subject to confirmation following the completion of a satisfactory probationary period of not less than six months, or such additional period as may be deemed necessary by the company in its absolute discretion.

7. UNDERTAKING

The acceptance of this offer would mean that you will be mandated to serve the company for at least one year from the start date.

8. TERMS OF EMPLOYMENT

As enclosed in Annexure-1.

This offer of employment is contingent upon you fulfilling the background verification process that the organisation will conduct. This offer will be open for you to accept until 17th October 2018. If you have not accepted the offer by then, or been granted an extension of time for your acceptance, the offer will lapse without further notice being given to you.

We welcome you as a member of our organisation and look forward to many years of beneficial collaboration. You must endorse your acceptance of this offer by duly signing the duplicate copy of this letter on all sheets at the bottom right corner and return to the undersigned either mailing it or handing it over to us.

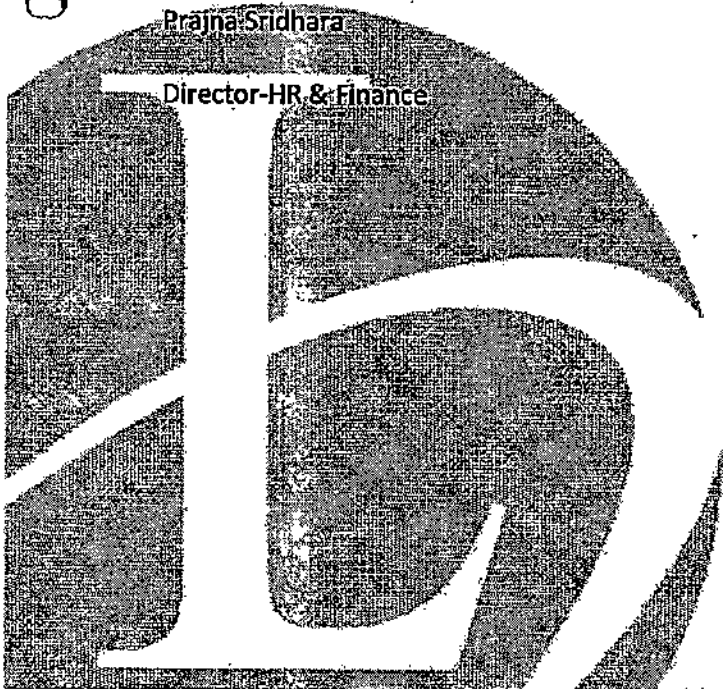
Yours Sincerely,

For Hebbale Labs Private Limited.

A handwritten signature in black ink, appearing to read 'Prajna Sridhara'.

Prajna Sridhara

Director-HR & Finance



Ref: NIS/402/2018

November 19, 2018

Mr. Sanjayvardhan K R
S/o Sri. Rangareddy K M
#10/32, 26th Main Road, 5th Block
Nandini Layout
Bangalore 560096

Dear Mr. Sanjayvardhan,

APPOINTMENT

With reference to your application and subsequent discussions, we have pleasure in offering you an appointment in our organization as:


- Designation: Trainee

you will be governed by the Terms and Conditions, Non Disclosure Agreement and the Agreement dated November 19, 2018.

Please return the duplicate copy of this letter duly signed in as token of your having accepted the appointment.

Thanking you.

Yours faithfully,
For Nichi-In Software Solutions Pvt. Ltd.


Authorized Signatory

- Encl: 1. Terms and Conditions - General
2. Non Disclosure Agreement
3. Terms and conditions on Deputation

QUINTEL COM
To,

Offer Letter

Sagar R Gowda

#37, 5th Cross 8th Block
Malagala, Nagarbhavi,
Bangalore-560061.

Dear Sagar R Gowda,

We are pleased to offer you employment with QUINTEL DIGITAL TELECOMMUNICATIONS PVT LTD, in the position of "Software Testing and Marketing Manager" for QMedia.

Commencement: Your employment with QUINTEL DIGITAL TELECOMMUNICATIONS PVT LTD will commence on 26/07/2018, and in subject to appointment as provided below. You shall be placed at Nagarabhavi office; however, you may be required to travel anywhere within India or Abroad. Your employment shall continue to be governed by the terms of this appointment letter even when deputed or positioned outside Bangalore.

At the time of reporting to duty you shall provide the Company, a copy of the documents, listed at the end of this Letter of Appointment.

Duties:

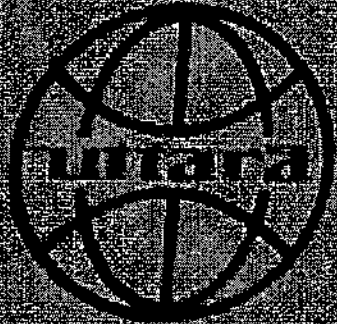
You shall serve the company in the capacity of "Software Testing and Marketing Manager" and shall carry out such duties as described to you and you have agreed to the same.

- You have agreed to work on a night shift as well.
- You have agreed to travel anywhere in India independently or along with the directors for official works.
- You have agreed to attend Official conferences for liaising with clients. You have also been informed that it may need you to follow a modern conference dress code.
- You will devote your full time, skill and attention to the work of the company, and shall carry your duties faithfully, sincerely, diligently, efficiently and to the best of your ability.
- Without the company's prior written consent, you will not perform any other work for pay during your employment term, nor will you, alone or with others, directly or indirectly establish or conduct work that is competitive with the company's work whatever its form or take any financial interest in or perform work for such a business, whether or not for consideration.

QUINTEL DIGITAL TELECOMMUNICATIONS PVT LTD

No 110/A, 8 cross, 2 block, 2 stage, Nagarbhavi, Bangalore-560072
www.quintelcom.com info@quintelcom.com

Vaishnitha V



Uttara Info Solutions Pvt. Ltd.

415A, 20th Main, Chord Road, 1st Block, Rajajhagar,
Bangalore - 560 010. Phone +91-80-65309813, 23528662
Web : www.uttarainfo.com E-mail : uttara.info@gmail.com



DataNub Technologies

making data better than normal



OFFER LETTER

Date: **03-12-2018**

Dear **Madhushree G.**

On behalf of DataNub Technologies, we are pleased to offer you the position of **Developer**. Attached are the specific terms and conditions of our offer – please read these important details carefully, including your compensation and benefits.

1. **Date of Appointment:** Your appointment will be effective on your date of joining, which shall be as soon as possible but no later than **03-12-2018**. Please contact us immediately if you require an alternative joining date. In the event, you fail to join us on or before 03.12.2018, this offer for appointment will automatically been withdrawn without any further obligation from our side.
2. **Emoluments:** Your per annum cost to company is **INR 60000** the breakup of which is shown in Annexure - A. Your individual remuneration is purely between yourself and the Company and has been arrived based on your job, skill, specific background, and professional merit. We expect you to treat this information and any changes made therein from time to time as Personal and Confidential. Unless otherwise provided by Company, your salary shall be paid in monthly instalments and in arrears. The total amount issued will be your salary less any statutory, standard, permissible or elected deductions or set-offs applicable to your employment.
3. **Designation:** The management reserves the right to alter your designation as it shall from time to time determine, in accordance with Company's policy
4. **Posting and Period of Employment:** Your base location is Bangalore. Your services are transferable to any other place or office of the Company or subsidiary or associate company, whether now existing or still to be formed whether in India or abroad. You may also be deputed to any of our customer's locations. Such transfer / deputation will be in accordance with the Company's rules being in force at the time. (Note: It is clarified that DataNub may also require you to work from any such offices within the same city.
5. Please note that you will be on probation for 6 months. During this period, you will be assessed on your performance and after the completion of your probation, will receive confirmation about your association with the organization further via email.



Confidential

Page 1 of 8

Madhu Ashree

080 23186546

info@datanub.in

www.datanub.in

315/16 Ramson Manor
1st H Cross Subanna Garden
Vijayanagar Bengaluru 560040





DataNub Technologies

Making Data Better than Ever.

minimum extent required so that this letter shall otherwise remain in full force and effect and enforceable in accordance with their terms.

With best wishes


For DataNub Technologies

Soumya Prakasham
CEO, DataNub Technologies



Acceptance of Offer with Terms & Conditions

I agree that I have read, understood, and accept employment with DataNub under the terms and conditions stated above.

Signature: 

Date: 03/12/18.



Hope Light
Achieve Impossible Technologies

ISO 9001:2008 CERTIFIED

SOFTWARE SOLUTIONS & IT TRAINING

OFFER OF EMPLOYMENT

TO,

Date : 5th July,2018
Place: Tumkur.

CHANDRA SHEKER B C

Dear **CHANDRA SHEKAR B C**,

We refer to your application and our recent discussion with regards to your employment with us.

We confirm our offer of employment to you as **Software engineer** for HLT software solutions

Your Joining Date from 1st Aug, 2018.

Please Read the Terms and conditions thoroughly.

Terms & Conditions

- Your reporting and responsibilities will be advised to you by Manager HLT.
- It is expected that you will discharge your assigned responsibilities with high standard of performance, quality, integrity, and discipline
- You shall, while in the services of the company, devote your most of the time and attention exclusively for the Company's work and responsibilities assigned to you. You shall not engage in any other commercial/business pursuit, either part time or otherwise, for any monetary gains without informing the Management.
- You have to stay in the Company in the Timings Proposed by the organization.
- You shall be obliged to follow the work processes, technical standards, protocols and general instructions issued thereof, and service rules of the Company as in force and/or amended from time to time.
- If any information furnished or declaration given by you in regard to your employment to the Company is found to be false or any material information willfully suppressed, your appointment would be liable for termination without any notice or compensation.
- You are not supposed to Share any Company Secrets , material to any of Outsiders, if found your appointment would be liable for termination without any notice or compensation.
- Upon termination of employment, you will also return all company property, which may be in your possession. It would be obligatory on your part to get a proper relieving letter from the Management before your services are deemed to be concluded.



Leave Policy:

- There will be 1 Paid leave per month post which the Leaves are unpaid.
- Employee must inform 2 days in advance about the Date of Leave if it is One Day leave.
- Employees must inform 1 week in advance about the Date of Leave if it is Long leave more than 1 day.
- In case of Violation of Leave Policy, Company may take any serious action like delayed payment of Salary or Termination etc.

Dress Code:

- HLT expects employees to dress appropriately in business casual attire. Because our work environment serves customers, professional business casual attire is essential. Customers make decisions about the quality of our products and services based on their interaction with you.
- HLT Expects the Employees to Wear the ID Tags when they are in work environment.

Compensation Break Down & Rating:

- Your compensation will be fixed at 2,4000/- P.A.
- You will be reviewed and Rated every month by the Manager in charge based on your performance
 - Blue -- Extraordinary performer where you are paid 110% of the salary.
 - Green- Up to the mark performer where you are paid 100% of the salary
 - Amber --Need to improve the performance-15 days grace period is given for improving your performance post which if there is no improvement only 90% of the salary will be paid.
 - Red-upon reviewing Amber if there is no improvement even after 1 month you are paid with only 70% of salary if there is no improvement leads to Termination.

Shares:

- You will be offered a 5% share on each successful admission by your referral or Marketing or strategy.
- You will be offered a 5% share on successful completion of the training batch which will be paid at the end of every 6 months.
- These share values are subjected to change based on the company and individual performance.

Separation Policy:

- Separation or termination of employment can be done by either of the parties with a valid reason. The Date of Termination needs to be informed by either employee or company 1 month in advance.
- If there is any misbehavior or Violation of the Terms & conditions, HLT can immediately terminate the Employment of such employees without any notice & can take serious action.

Sincerely

K.S. Sadiya
Human Resource executive,
Talent Acquisition Team
For and on behalf of
HLT software solutions

[Handwritten Signature]

HOPE LIGHT TECHNOLOGIES
2nd Floor, 2nd Cross, A.G. Road,
TUMKUR - 572 101.

