

**Aditya Sanjay Halornekar,**

Congratulations! This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join **SpaceFields Private Limited** (hereafter referred to as 'Company') in our Office at Bengaluru, as per the below terms and conditions:

**Job Profile-** Aerospace Engineer

**Joining location-** SpaceFields Private Limited, 3<sup>rd</sup> Block Rajajinagar, Bengaluru - 560010

1. You shall be under probation till two months from your date of joining, to familiarize you with the culture of the Company along with your job roles & responsibilities, post which you will be confirmed as a full-time employee basis your performance. During probation the compensation (in-hand stipend) would be **INR 12,000/-** (Rupees Twelve Thousand only) per month.
2. After confirmation as a full-time employee your compensation (in-hand pay) will be **INR 25,000/-** (Rupees Twenty five Thousand only) per month. You must be employed with us at the time of payment to receive the remuneration.
3. Your Annual Review Period will be from July 01 to June 30. You will be eligible for a raise in your gross salary from the Annual Review Period. In addition to this, you will also be eligible for a performance bonus post the Annual Review Period subject to company growth.
4. Once your employment service is confirmed, if you desire to resign, you are required to serve a notice period of two months.
5. A total of Twenty Vacation or Personal Days will be available to you on an annual basis. You will start to accrue leaves after two months from your date of joining and thereon, your leaves will be calculated on a pro rata basis through the end of your Annual Review Period. To maintain accretion, Company will not allow more than 4 continuous paid leaves. Unpaid leaves will only be considered for unforeseen and exigent circumstances. Any exception will be decided by company management on case-to-case basis, whose decision shall be final and binding.
6. Upon accepting this offer, it is expected that you will not interview with any other company and/or accept any other offers and will decline any other offers previously accepted. You will be required to email a copy of your accepted resignation from your current organization (if any), to [info@spacefields.in](mailto:info@spacefields.in) within one week from the date of the offer.
7. Going forward, we will communicate with you via emails. You should check your emails regularly and acknowledge our emails, whenever necessary. In case there is a change in your email ID or cell number, from what was mentioned on your job application form, you should notify the same to us immediately. It is necessary for you to have an Android/IOS platform smartphone during your tenure at SpaceFields.
8. All the material given to you, including but not limited to training materials, policy documents, handbooks, brochures is confidential and should be treated as Company property.
9. The working days in the company is from Monday to Saturday. During your employment with the Company, you will work diligently, faithfully and to the best of your abilities and shall perform all the duties entrusted to you.
10. Further for this Offer and your employment with the Company is subject to satisfactory completion of verification and/or background or reference checks, (including educational, employment and criminal verification) which may occur at any time prior to or after the effective start date of your employment. Please note that in the event the Company is not satisfied with any of these, the Company reserves the right to withdraw the offer or terminate your employment with immediate effect. With the acceptance of this offer you hereby



### **Non-Disclosure and Non-Compete Agreement**

This Non-Disclosure and Non-Compete Agreement ("Agreement") is made at Bangalore on **13-Sep-2023**

By and Between

**ALTEN India Private Limited**, a company registered under the companies Act 1956 /2013 having its registered office at #4/1 Tower D, 7th Floor, IBC Knowledge Park, Bannerghatta Main Road, Bangalore - 560029 represented by their Director, Mr. Sudeep Chatterjee (hereinafter referred to as the 'the Company' which term shall mean and include the company and his/her successors-in office unless repugnant to the context thereof); of the First Part.

AND

**Mr.Akram Basha**, S/o Noor Ahamed with address as 3rd Main 4th Cross,Kalidasa Nagara, Harihar,Davangere,Harihara,Karnataka-577601 (Hereinafter referred to as the "the Employee" which term shall mean and include his/her legal heirs, executors, administrators, successors, representatives and assigns unless repugnant to the context thereof) of the Second Part. The Company and the Employee are herein after individually referred to as the "Party" and collectively as "Parties".

Whereas

- The Employee has been appointed by the Company as **Graduate Engineer Trainee** vide Employment agreement dated **13-Sep-2023** ("Employment Agreement").
- The Employee hereby acknowledges and realizes the importance of maintaining the confidentiality of the Confidential Information (defined below) and agrees to the Company's directions in this regard; and
- The Company requires employee to sign and deliver this agreement to establish certain restrictions to protect the information against the risk of unauthorized use or disclosure.

NOW THEREFORE in consideration of the premises and the mutual promises and covenants contained herein, the Company and the Employee, intending to be legally bound, agree as follows;

#### **1. Confidentiality:**

Confidential Information includes, but is not limited to, source code, third party components or software used by the Company, executables, customer Lists, databases, product documentation, design and specification documents, document templates, development processes, standards, prototypes, new product ideas, algorithms, business plans, documents, drawings, business process information, financial analyses, forecasts, formulas, know-how, ideas, inventions, market information, marketing plans, processes,

#### **ALTEN INDIA PRIVATE LIMITED**

Regd Office: 7<sup>th</sup> Floor, Tower D, IBC knowledge Park, 4/1, Bannerghatta Main Road, Bengaluru-560029, Karnataka INDIA.  
Tel : +91 80 4242 4241 | Fax: + +91 80 4242 4242 | CIN : U72900KA2010PTC087052 | GST : 29AAICA2019E1ZZ

www.alten.com

Ref No.:  
EXP/HR/1609  
Date:22-Jan-24

**Subject: Offer to the post of Graduate Engineer Trainee**

**Dear Anchara M,**

Subsequent to your interview with us, we are pleased to offer you the post of **Graduate Engineer Trainee** with Expleo Solutions Limited; your appointment will be effective from the date of joining which shall be as soon as possible but not later than **04-Mar-23**. You are required to confirm your acceptance latest by **22-Jan-24**; failing which, this offer will stand automatically withdrawn. Your cost to the Company will be **Rs 3,00,000/- (Rupees Three Lakhs Only)** per annum at the time of joining

You shall be on probation for a period of Six Months from the Date of Joining the services of the company, during which the company will monitor your progress at work. At the end of your probationary period, the company shall review your performance and if found satisfactory, you shall be issued a confirmation order in writing, wherein you will be confirmed into the company's regular roles. If your performance is found unsatisfactory, the company may, at its sole discretion,

- extend the period of probation by such further periods as required to properly assess the improvement in your performance, or
- decide not to extend the period of probation, wherein the employment contract shall automatically stand terminated by efflux of time on the expiry of the initial period of probation or extension thereof, as mentioned above.

During probation, your employment can be ceased by either party, by providing two months' notice in writing or two months' gross salary, in lieu thereof, at the sole discretion of the company. On confirmation and thereafter, your services shall be terminable by either party, by providing three months' notice or three months' gross salary in lieu thereof, at the sole discretion of the company. Expleo reserves the sole right to retain the employee during the entire notice period based on its business needs.

**You are required to sign:**

- An Information Security and Non-Disclosure agreement - this agreement is to protect the interest of the company by maintaining confidentiality of all information, which may be accessible to you in the course of your work.
- A Service Agreement - the Employee is required to undergo specialized technical training for meeting the business requirements. Expleo intends to impart the specialized technical training to the Employee by spending considerable amount of money, time and resources.

This offer is subject to following conditions:

- Successful completion of your medical checkup.
- Validation of your credentials against original documents.

You are requested to report for duty at 09.30 AM in **Bangalore**.

**Expleo Solutions Limited.,**

**Expleo Solutions Limited, Plot No. 148 | 2nd Floor | Prestige Featherlite Tech Park,  
2nd Phase | EPIP Area | Whitefield | Bangalore - 560066**

**Contact person: Advyth Chandran**

On the date of your reporting, you need to submit the following documents:

- Proof of your qualification, past employment records and all other claims made by you to the satisfaction of the company.
- 2 photographs & Copy of your Passport

For **Expleo Solutions Limited.,**

*B. Saravanakumar*  
**Saravanakumar Balakrishnan**  
Senior Manager - Human Resources

Kindly sign as a token of acceptance before  
22-Jan-24.

I hereby accept the offer.

Signature

Name

Date

15<sup>th</sup> May 2023

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Mr. Anmol Bharadwaj K  
Thandavamurthy Building,  
Kalikamba Temple Road,  
Sringeri-577139.

Dear Anmol Bharadwaj K,

We are pleased to appoint you as **Scientist B: MPSD** in our organization. Your performance in the interview has been satisfactory and we believe you will be a suitable candidate for this position. Your engagement with the organization is subjected to the following conditions.

1. You will be entitled to the salary and prerequisites as listed in Annexure I hereto. This is a matter purely between yourself and the Company arrived at based on your specific background and merit and you are mandated to keep this information and any changes made therein from time to time personal and strictly confidential. This should not be produced before your current employer or any other organization. In case you have any queries, you may discuss the matter with the Company's Human Resources Department.
2. Your initial place of posting will be "**Bengaluru**". However, you are liable to frequently travel to any other place or office of the Company or to any other division or department or to any Subsidiary or Associate Company of Bellatrix Aerospace in India or outside India, whether now existing or still to be formed. The company will also have the right to send you on deputation or to assign your services to any other organization. In any of these cases, however, your emoluments will not be adversely affected.
3. You will be governed and will abide by the Rules and Regulations of the Company in force from time to time.
4. You will also keep the company duly and promptly informed in writing, if you are bound by any confidentiality or other similar agreements with any of your previous employers or associations and shall keep us indemnified at all times from and against the consequences of any breach of such agreements.
5. The company reserves to itself and shall have the right to vary or modify at any time, any or all provisions of the 'Employee Rules and Regulations Handbook'.
6. You shall, during your service with us, devote your whole time and attention to the Company's other business entrusted to you and you shall not engage, directly or indirectly, in any other business or service, without prior written permission of the Company.

U35300KA2015PTC078701 : CIN  
29AAGCB1918F1ZS : GST

#148, Third Floor, Sample Road,  
8th Cross, Malleswaram,  
Bengaluru, Karnataka - 560003

+91 90085 23170  
info@bellatrix.aero  
www.bellatrix.aero



Ref No.:  
EXP/HR/1608  
Date: 22-Jan-24

**Subject: Offer to the post of Graduate Engineer Trainee**

**Dear D Ranjitha,**

Subsequent to your interview with us, we are pleased to offer you the post of **Graduate Engineer Trainee** with Expleo Solutions Limited; your appointment will be effective from the date of joining which shall be as soon as possible but not later than **04-Mar-23**. You are required to confirm your acceptance latest by **22-Jan-24**; failing which, this offer will stand automatically withdrawn. Your cost to the Company will be **Rs 3,00,000/- (Rupees Three Lakhs Only)** per annum at the time of joining

You shall be on probation for a period of Six Months from the Date of Joining the services of the company, during which the company will monitor your progress at work. At the end of your probationary period, the company shall review your performance and if found satisfactory, you shall be issued a confirmation order in writing, wherein you will be confirmed into the company's regular roles. If your performance is found unsatisfactory, the company may, at its sole discretion,

- i) extend the period of probation by such further periods as required to properly assess the improvement in your performance, or
- ii) decide not to extend the period of probation, wherein the employment contract shall automatically stand terminated by efflux of time on the expiry of the initial period of probation or extension thereof, as mentioned above.

During probation, your employment can be ceased by either party, by providing two months' notice in writing or two months' gross salary, in lieu thereof, at the sole discretion of the company. On confirmation and thereafter, your services shall be terminable by either party, by providing three months' notice or three months' gross salary in lieu thereof, at the sole discretion of the company. Expleo reserves the sole right to retain the employee during the entire notice period based on its business needs.

**You are required to sign:**

- An Information Security and Non-Disclosure agreement - this agreement is to protect the interest of the company by maintaining confidentiality of all information, which may be accessible to you in the course of your work.
- A Service Agreement - the Employee is required to undergo specialized technical training for meeting the business requirements. Expleo intends to impart the specialized technical training to the Employee by spending considerable amount of money, time and resources.

This offer is subject to following conditions:

- Successful completion of your medical checkup.
- Validation of your credentials against original documents.

You are requested to report for duty at 09.30 AM in **Bangalore**.

**Expleo Solutions Limited.,**

**Expleo Solutions Limited, Plot No. 148 | 2nd Floor | Prestige Featherlite Tech Park,  
2nd Phase | EPIP Area | Whitefield | Bangalore - 560066**

**Contact person: Advyth Chandran**

On the date of your reporting, you need to submit the following documents:

- Proof of your qualification, past employment records and all other claims made by you to the satisfaction of the company.
- 2 photographs & Copy of your Passport

For **Expleo Solutions Limited.,**

*B. Saravanakumar*  
**Saravanakumar Balakrishnan**  
Senior Manager - Human Resources

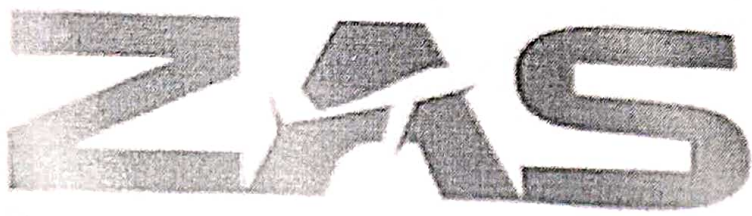
Kindly sign as a token of acceptance before  
22-Jan-24.

I hereby accept the offer.

Signature

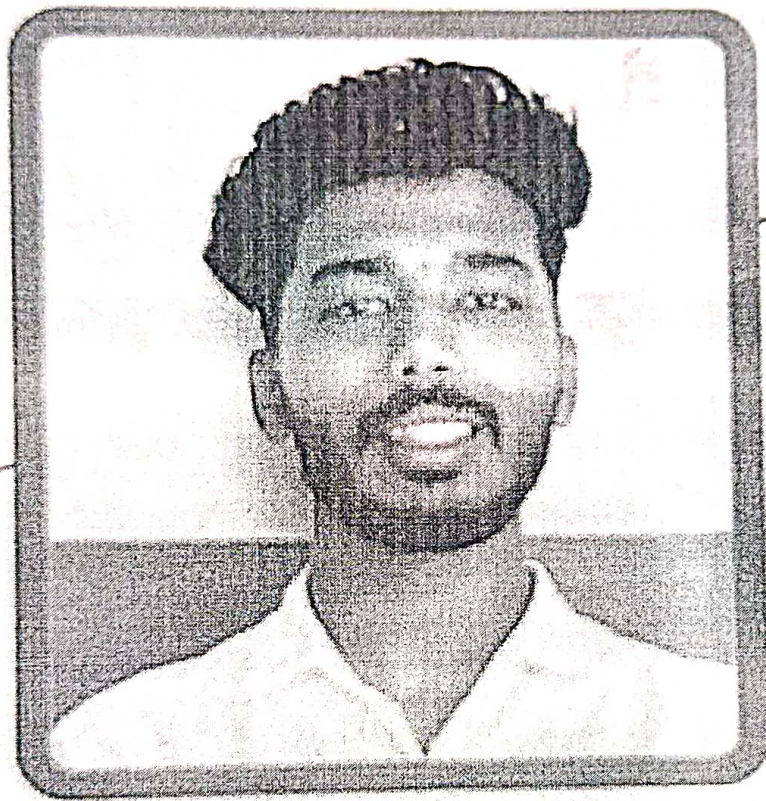
Name

Date



Zmotion Autonomous System Pvt Ltd

Emp Id 18117



Harsh Udaykumar  
Joshi

ISSUING AUTHORITY

A handwritten signature in black ink, appearing to be 'S. Joshi'.

(19)

10/21/2023

Kaizar Merchant  
22 venkteshwar marg,  
Alirajpur Madhya Pradesh, 457887

Re: KITEMAPS AERIAL MAPPING SERVICES PRIVATE LIMITED (the "Company")

Dear Kaizar Merchant,

We are pleased to offer you employment at the Company effective from 4/9/2023 ("Effective Date"), on the following terms and conditions (the "Agreement")

1. **Duties and Scope of Agreement**

- (a) **Position.** The Company agrees to retain you in the position of UAV Engineer or in such other position as the Company subsequently may assign to you. You will report to Bhupesh Bhagtani and to such other persons as the Company may determine. You will be working out of the Company's office in Bangalore. The Company reserves the right to transfer you to any other location where the Company has offices or intends to carry out its business or projects as per the requirements of the Company. Your obligations and responsibilities are described in **Exhibit A** (the "**Services**") which you shall perform to the best of your skill and abilities and shall devote the whole of your time and attention exclusively to the business of the Company. The Services may be changed by the Company at any time during your employment and informed to you.
- (b) **Obligations to the Company:** You must truthfully, diligently and faithfully carry out instructions and render the Services given to you. You shall not render services to any other person or entity to the detriment of the Company and shall not act as a sole proprietor, partner or director of any other person or entity during your employment at the Company unless you have prior written approval to do so from the Company's director/s. You acknowledge and agree that you have no authority to enter into contracts (written or oral) that bind the Company or create obligations on the part of the Company without the prior written authorisation of the Company's director/s. You shall comply with the Company's policies and rules, as they may be in effect from time to time during the term of the Agreement.
- (c) **No Conflicts:** Your appointment is made relying upon the information furnished and representation made by you from time to time. You represent and warrant that:
- (a) you are not bound by any terms or conditions or other restrictive covenants, including but not limited to non-compete, non-disclosure and non-solicitation covenants and further represent and warrant that you are not engaged, as at the date hereof, in any other work or business other than the business of the Company;
  - (b) you shall not use or disclose any trade secrets or other proprietary or confidential information or intellectual property in which you or any other person has any right, title or interest and your role in the Agreement will not infringe or violate the rights of any other person;
  - (c) you have returned all property and confidential information belonging to any prior employer or person/entity to whom you have provided consulting or other services;
  - (d) you are free to enter into this Agreement and accept employment from the Company under the terms of this Agreement and are not prevented or prohibited in any manner whatsoever under any law or enactment for the time being in force or under any documents, contracts, agreements or any other instruments to which you are a party or which are applicable to you; and
  - (e) you have neither been convicted for any criminal offence under law nor have any civil or criminal proceedings threatened or pending against you.



Date: 13-Sep-2023

Ref No: AL/2022/1458-OAL-BLR-ODC

**Ms.Madhushree N P**

8-89 Shivagiri Nilaya Ramanagara House  
Uppinangady Post And Village Puttur Taluk  
Dakshina Kannada Karnataka 574241

**Sub: Offer Letter cum Appointment Letter**

Dear **Madhushree N P**,

With reference to your application and the subsequent interview you had with "**ALTEN India Private Limited**". We have great pleasure in offering you an engagement under the following terms and conditions:

**1. Engagement Details:**

- a) Designation : **Graduate Engineer Trainee**
- b) Place of Posting : **Bangalore**
- c) Date of Joining : **04-Oct-2023**

**2. Compensation:**

Your annual salary will be **INR 350004 /-**(Rupees Three Lakhs Fifty Thousand and Four Only) and will be as per the attached Annexure1-Compensation structure.

**3. Trainee Benefits:**

a) **Insurance Coverage.**

- 1. **Group Personal Accident Coverage:** You will be covered under personal accident insurance for a sum of **₹20,00,000/-**
- 2. **Group Mediclaim Insurance Coverage:** You will be covered under Group Health Insurance for a sum of **₹3,00,000/-**
- 3. **Group Term Insurance Coverage:** You will be eligible for group term Insurance for self, for a sum of **₹20,00,000/-**
- 4. **Workmen Compensation Insurance:** You will be covered under WC Insurance for minimum of **₹9,00,000/- & ₹25,000/-** Medical expenses are covered.

**ALTEN INDIA PRIVATE LIMITED**

Regd Office: 7<sup>th</sup> Floor, Tower D, IBC knowledge Park, 4/1, Bannerghatta Main Road, Bengaluru-560029, Karnataka INDIA.  
Tel : +91 80 4242 4241 | Fax: + +91 80 4242 4242 | CIN : U72900KA2010PTC087052 | GST : 29AAICA2019E1ZZ

www.alten.com



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Ref No.:  
EXP/HR/1606  
Date:22-Jan-24

**Subject: Offer to the post of Graduate Engineer Trainee**

**Dear Manjunath S Mugadayyanamath,**

Subsequent to your interview with us, we are pleased to offer you the post of **Graduate Engineer Trainee** with Expleo Solutions Limited; your appointment will be effective from the date of joining which shall be as soon as possible but not later than **04-Mar-23**. You are required to confirm your acceptance latest by **22-Jan-24**; failing which, this offer will stand automatically withdrawn. Your cost to the Company will be **Rs 3,00,000/- (Rupees Three Lakhs Only)** per annum at the time of joining

You shall be on probation for a period of Six Months from the Date of Joining the services of the company, during which the company will monitor your progress at work. At the end of your probationary period, the company shall review your performance and if found satisfactory, you shall be issued a confirmation order in writing, wherein you will be confirmed into the company's regular roles. If your performance is found unsatisfactory, the company may, at its sole discretion,

- extend the period of probation by such further periods as required to properly assess the improvement in your performance, or
- decide not to extend the period of probation, wherein the employment contract shall automatically stand terminated by efflux of time on the expiry of the initial period of probation or extension thereof, as mentioned above.

During probation, your employment can be ceased by either party, by providing two months' notice in writing or two months' gross salary, in lieu thereof, at the sole discretion of the company. On confirmation and thereafter, your services shall be terminable by either party, by providing three months' notice or three months' gross salary in lieu thereof, at the sole discretion of the company. Expleo reserves the sole right to retain the employee during the entire notice period based on its business needs.

**You are required to sign:**

- An Information Security and Non-Disclosure agreement - this agreement is to protect the interest of the company by maintaining confidentiality of all information, which may be accessible to you in the course of your work.
- A Service Agreement - the Employee is required to undergo specialized technical training for meeting the business requirements. Expleo intends to impart the specialized technical training to the Employee by spending considerable amount of money, time and resources.

This offer is subject to following conditions:

- Successful completion of your medical checkup.
- Validation of your credentials against original documents.

You are requested to report for duty at 09.30 AM in **Bangalore**.

**Expleo Solutions Limited.,**

**Expleo Solutions Limited, Plot No. 148 | 2nd Floor | Prestige Featherlite Tech Park,  
2nd Phase | EPIP Area | Whitefield | Bangalore - 560066**

**Contact person: Advyth Chandran**

On the date of your reporting, you need to submit the following documents:

- Proof of your qualification, past employment records and all other claims made by you to the satisfaction of the company.
- 2 photographs & Copy of your Passport

For **Expleo Solutions Limited.,**

*B. Saravanakumar*  
**Saravanakumar Balakrishnan**  
Senior Manager - Human Resources

Kindly sign as a token of acceptance before  
22-Jan-24.

I hereby accept the offer.

Signature

Name

Date

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EMPLOYMENT OFFER LETTER

Capgemini Ref: 8051196/1757445,

01/11/2024,  
Mohan G M.

Gurunatha S Muddappanavar 1234 Ward No-06 Keshava Swamy Temple Street, Devanahalli Taluk, Bangalore Rural District, Karnataka 562135  
Bangalore Rural District, Karnataka  
India.

Confidential

Dear Mohan G M,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 02/06/2024 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be Analyst/A4.

B) You will be required to work at the Company's offices in Bangalore.

C) You have to report by 9:00 A.M. at Bangalore office to complete your on-boarding and joining formalities. In this regard, you may contact security at the main gate for your entry pass at:

Address  
Capgemini Technology Services India Limited, No: 158-162P & 165-170P,  
EPIP Phase II, Whitefield, Bengaluru - 560066, Karnataka

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 400,010.00 (Rupees Four Lakh And Ten Only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:



HR-F  
Issue  
Revision

28

No. 075  
06-09-2022  
002

Date: 13-Sep-2023

Ref No: AL/2022/1461-OAL-BLR-ODC

**Mr.Naveen B M**

Door No 15, Narasimha Swamy Nilaya,  
Sai Ram Layout, Tottadhaguddadahalli,  
Bengaluru ,Karnataka-560073

**Sub: Offer Letter cum Appointment Letter**

Dear **Naveen B M**,

With reference to your application and the subsequent interview you had with "**ALTEN India Private Limited**". We have great pleasure in offering you an engagement under the following terms and conditions:

**1. Engagement Details:**

- a) Designation : **Graduate Engineer Trainee**
- b) Place of Posting : **Bangalore**
- c) Date of Joining : **04-Oct-2023**

**2. Compensation:**

Your annual salary will be **INR 350004** /-(Rupees Three Lakhs Fifty Thousand and Four Only) and will be as per the attached Annexure1-Compensation structure.

**3. Trainee Benefits:**

**a) Insurance Coverage.**

- 1. **Group Personal Accident Coverage:** You will be covered under personal accident insurance for a sum of **₹20,00,000/-**
- 2. **Group Mediclaim Insurance Coverage:** You will be covered under Group Health Insurance for a sum of **₹3,00,000/-**
- 3. **Group Term Insurance Coverage:** You will be eligible for group term Insurance for self, for a sum of **₹20,00,000/-**
- 4. **Workmen Compensation Insurance:** You will be covered under WC Insurance for minimum of **₹9,00,000/-** & **₹25,000/-** Medical expenses are covered.

**ALTEN INDIA PRIVATE LIMITED**

Regd Office: 7<sup>th</sup> Floor, Tower D, IBC knowledge Park, 4/1, Bannerghatta Main Road, Bengaluru-560029, Karnataka INDIA.  
Tel : +91 80 4242 4241 | Fax: + +91 80 4242 4242 | CIN : U72900KA2010PTC087052 | GST : 29AAICA2019E1ZZ

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EMPLOYMENT OFFER LETTER

Capgemini Ref. 8054563/1757365,

01/12/2024,  
Prajwal Suares.

Prajwal Suares S/O Maxim Suares, Hadya, Kenchamma Hosakote, Alur Taluk, Hassan District, Karnataka - 573129  
Hassan, Karnataka  
India.

Confidential

Dear Prajwal Suares,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 02/06/2024 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be Analyst/A4.

B) You will be required to work at the Company's offices in Bangalore.

C) You have to report by 9:00 A.M. at Bangalore office to complete your on-boarding and joining formalities. In this regard, you may contact security at the main gate for your entry pass at:

Address  
Capgemini Technology Services India Limited, No: 158-162P & 165-170P,  
EPIP Phase II, Whitefield, Bengaluru - 560066, Karnataka

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 400,010.00 (Rupees Four Lakh And Ten Only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:



Capgemini Technology Services India Limited  
(Formerly known as IGATE Global Solutions Limited)  
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,  
Navi Mumbai 400708, Maharashtra, India.  
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121  
[www.capgemini.com/in-en](http://www.capgemini.com/in-en)

**Superset ID: 3857243**

## **Letter of Intent ("LOI")**

January 05, 2024

Dear Prerana M Bhute,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company). You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later. Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

- A Please note that your name mentioned in this LOI will be used to create your records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.
- B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.
- C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2**. Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.
- D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.
- E Pre-onboarding training Program and Terms & Conditions of the LOI
  - 1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if

16-Aug-2023

PRINCIA LEWIS  
C2518438  
#3-237 Airody post and village Mabukala Udipi Karnataka India

**Subject:** Offer of Employment ("Offer")

Dear **PRINCIA LEWIS**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join Umlaut Private Limited (hereafter referred to as "Company" or "Umlaut") as per the below terms and conditions:

Job Profile- **Engineering Services Associate**  
Management Level - **12-Associate**  
Job family Group - **Engineering & Networks**

Your joining location would be **Bengaluru**

Please refer to:

- Annexure 1 - for the compensation and benefits details
- Annexure 2 - for documentation to be submitted by you
- Annexure 3 - Declaration
- Annexure 4 - Terms of Employment, Compensation Plan

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

As further detailed in the Terms of Employment, this Offer and your employment with the Company is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment. Further, at the time of joining you are required to provide all documentation identified in Annexure 2.

At Umlaut, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine. Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you.



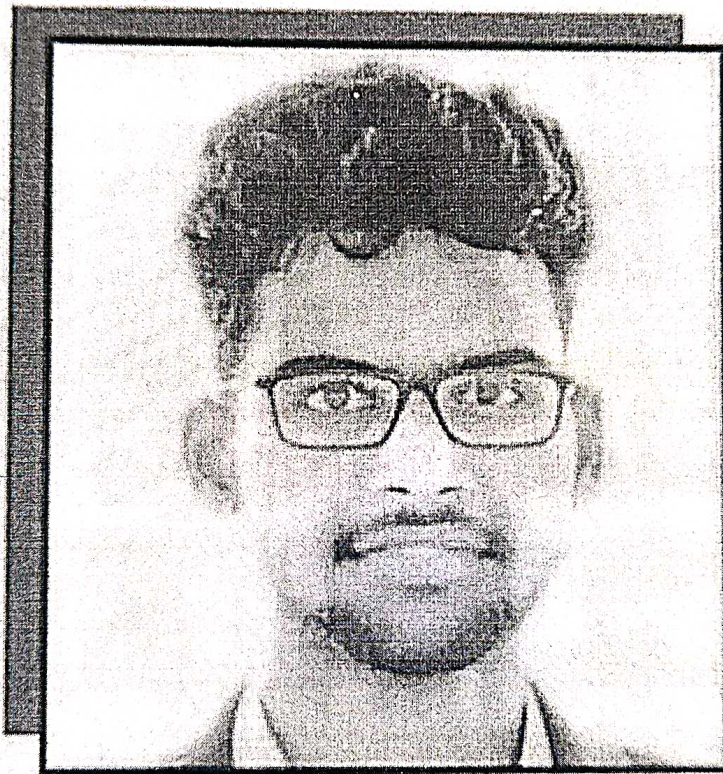
CIN: U74200KA2009PTC051291

Registered Office: umlaut Pvt. Ltd. 5th Floor, Xylem, Plot No. 4 & 4A, Dyavasandra Industrial Area Phase-1, Whitefield Road, Bengaluru - 560048.

Contact: Phone: +91 80 66 90 60 00 · Fax: +91 80 66 90 60 75 · Email: info.india@umlaut.com · Web: www.umlaut.com

# General Aeronautics

INNOVATION IN AVIATION



Aravind Rajupalem  
L1 Support Engineer  
Emp ID : 233



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HR-F  
Issue  
Revision

No. 075  
06-09-2022  
002

Date: 13-Sep-2023

Ref No: AL/2022/1465-OAL-BLR-ODC

**Mr. Rakshit M Guddaraddi**

Apoorva Nilaya Banashakari Nagara,  
Ranebennur Taluk Haveri Dist Ranebennur- 581115

**Sub: Offer Letter cum Appointment Letter**

Dear **Rakshit M Guddaraddi**,

With reference to your application and the subsequent interview you had with "**ALLEN India Private Limited**". We have great pleasure in offering you an engagement under the following terms and conditions:

**1. Engagement Details:**

- a) Designation : **Graduate Engineer Trainee**
- b) Place of Posting : **Bangalore**
- c) Date of Joining : **04-Oct-2023**

**2. Compensation:**

Your annual salary will be **INR 350004** /-(Rupees Three Lakhs Fifty Thousand and Four Only) and will be as per the attached Annexure1-Compensation structure.

**3. Trainee Benefits:**

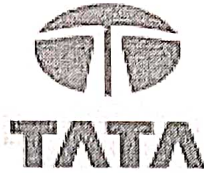
a) **Insurance Coverage.**

- 1. **Group Personal Accident Coverage:** You will be covered under personal accident insurance for a sum of **₹20,00,000/-**
- 2. **Group Mediclaim Insurance Coverage:** You will be covered under Group Health Insurance for a sum of **₹3,00,000/-**
- 3. **Group Term Insurance Coverage:** You will be eligible for group term Insurance for self, for a sum of **₹20,00,000/-**
- 4. **Workmen Compensation Insurance:** You will be covered under WC Insurance for minimum of **₹9,00,000/-** & **₹25,000/-** Medical expenses are covered.

**ALLEN INDIA PRIVATE LIMITED**

Regd Office: 7<sup>th</sup> Floor, Tower D, IBC knowledge Park, 4/1, Bannerghatta Main Road, Bengaluru-560029, Karnataka INDIA.  
Tel : +91 80 4242 4241 | Fax: + +91 80 4242 4242 | CIN : U72900KA2010PTC087052 | GST : 29AAICA2019E1ZZ

www.alten.com



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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20222850475/Bangalore**  
**Date: 29/09/2022**

Mr. Sahas S  
Ks Boys Pg , Opposite To Acharya Institute Of Technology Acharya Institute Of Technology,  
Soladevanahalli,  
Bengaluru-560107,  
Karnataka.  
Tel# 91-9686652351

Dear Sahas S,

**Sub: Letter of Offer**

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

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/DT20222850475**

1

**TATA CONSULTANCY SERVICES**

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



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HR-F  
Issue  
Revision

No. 075  
06-09-2022  
002

Date: 13-Sep-2023

Ref No: AL/2022/1466-OAL-BLR-ODC

**Ms.Sayeema Ifra**

#No 146/5, Thripuramba Apartment, 13th Main,  
7th Cross, Hesaraghatta Main Road,  
Opposite to Saptagiri Hospital, AGB Layout,  
Bangalore North, Bengaluru, Karnataka 560090

**Sub: Offer Letter cum Appointment Letter**

Dear Sayeema Ifra,

With reference to your application and the subsequent interview you had with "ALTEN India Private Limited". We have great pleasure in offering you an engagement under the following terms and conditions:

**1. Engagement Details:**

- a) Designation : **Graduate Engineer Trainee**
- b) Place of Posting : **Bangalore**
- c) Date of Joining : **04-Oct-2023**

**2. Compensation:**

Your annual salary will be **INR 350004** /-(Rupees Three Lakhs Fifty Thousand and Four Only) and will be as per the attached Annexure1-Compensation structure.

**3. Trainee Benefits:**

a) **Insurance Coverage.**

- 1. **Group Personal Accident Coverage:** You will be covered under personal accident insurance for a sum of **₹20,00,000/-**
- 2. **Group Mediclaim Insurance Coverage:** You will be covered under Group Health Insurance for a sum of **₹3,00,000/-**
- 3. **Group Term Insurance Coverage:** You will be eligible for group term Insurance for self, for a sum of **₹20,00,000/-**
- 4. **Workmen Compensation Insurance:** You will be covered under WC Insurance for minimum of **₹9,00,000/- & ₹25,000/-** Medical expenses are covered.

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Revision

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No. 075  
06-09-2022  
002

Ref No: AL/2022/1467-OAL-BLR-ODC

Date: 13-Sep-2023

**Mr.Sharath Kumar R**

#3-250/A ,Vinutha Gruha,  
Opp.Krishikendra,Chanthar, Chanthar,  
Udupi,Udupi, Karnataka,576213

**Sub: Offer Letter cum Appointment Letter**

Dear **Sharath Kumar R**,

With reference to your application and the subsequent interview you had with "**ALTEN India Private Limited**". We have great pleasure in offering you an engagement under the following terms and conditions:

**1. Engagement Details:**

- a) Designation : **Graduate Engineer Trainee**
- b) Place of Posting : **Bangalore**
- c) Date of Joining : **04-Oct-2023**

**2. Compensation:**

Your annual salary will be **INR 350004** /-(Rupees Three Lakhs Fifty Thousand and Four Only) and will be as per the attached Annexure1-Compensation structure.

**3. Trainee Benefits:**

**a) Insurance Coverage.**

- 1. **Group Personal Accident Coverage:** You will be covered under personal accident insurance for a sum of **₹20,00,000/-**
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- 4. **Workmen Compensation Insurance:** You will be covered under WC Insurance for minimum of **₹9,00,000/-** & **₹25,000/-** Medical expenses are covered.

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# Bangalore Aircraft Industries Pvt Ltd (BAIL)

Plot no. 39, Aerospace Park, KIADB, Bangalore-562129

Receipt

Date: 05/12/2023

Received with thanks from M/s. Mr./Mrs. Sheetal Jain

a sum of Rupees Two lakhs only

towards Professional Training

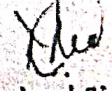
By Cash ☒ D.Draft ☐ Cheque\* ☐

Cheque/D.D.No/////.

Rs////////0,00,000/-

\*Subject to realization

for Bangalore Aircraft Industries Pvt Ltd

  
Authorized Signatory



Date: 13-Sep-2023

Ref No: AL/2022/1468-OAL-BLR-ODC

**Ms.Shruthi S**  
N Chamakalahalli ,Nangli,  
Mulabagal,Kolar,Karnataka-563132

**Sub: Offer Letter cum Appointment Letter**

Dear **Shruthi S**,

With reference to your application and the subsequent interview you had with "**ALTEN India Private Limited**". We have great pleasure in offering you an engagement under the following terms and conditions:

**1. Engagement Details:**

- a) Designation : **Graduate Engineer Trainee**
- b) Place of Posting : **Bangalore**
- c) Date of Joining : **04-Oct-2023**

**2. Compensation:**

Your annual salary will be **INR 350004** /-(Rupees Three Lakhs Fifty Thousand and Four Only) and will be as per the attached Annexure1-Compensation structure.

**3. Trainee Benefits:**

a) **Insurance Coverage.**

- 1. **Group Personal Accident Coverage:** You will be covered under personal accident insurance for a sum of **₹20,00,000/-**
- 2. **Group Mediclaim Insurance Coverage:** You will be covered under Group Health Insurance for a sum of **₹3,00,000/-**
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- 4. **Workmen Compensation Insurance:** You will be covered under WC Insurance for minimum of **₹9,00,000/-** & **₹25,000/-** Medical expenses are covered.

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Date: 13-Sep-2023

Ref No: AL/2022/1469-OAL-BLR-ODC

**Ms.Snigdha Raj**

No 30, Suryakiran, Pipeline Road,  
Josy Layout, Muneshwara Block, Bangalore North,  
Dasarahalli, Bangalore, Karnataka -560057

**Sub: Offer Letter cum Appointment Letter**

Dear **Snigdha Raj**,

With reference to your application and the subsequent interview you had with “**ALTEN India Private Limited**”. We have great pleasure in offering you an engagement under the following terms and conditions:

**1. Engagement Details:**

- a) Designation : **Graduate Engineer Trainee**
- b) Place of Posting : **Bangalore**
- c) Date of Joining : **04-Oct-2023**

**2. Compensation:**

Your annual salary will be **INR 350004 /-**(Rupees Three Lakhs Fifty Thousand and Four Only) and will be as per the attached Annexure1-Compensation structure.

**3. Trainee Benefits:**

**a) Insurance Coverage.**

- 1. **Group Personal Accident Coverage:** You will be covered under personal accident insurance for a sum of **₹20,00,000/-**
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Revision

No. 075  
06-09-2022  
002

Date: 27-Oct-2023

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Ref No: AL/2022/1501-OAL-BLR-ODC

**Mr.Somu Parappa Hangaragi**  
Devarahipparagi  
Hosanagar  
Dist:Vijayapur,Karnataka -586115

**Sub: Offer Letter cum Appointment Letter**

Dear **Somu Parappa Hangaragi**,

With reference to your application and the subsequent interview you had with "**ALTEN India Private Limited**". We have great pleasure in offering you an engagement under the following terms and conditions:

**1. Engagement Details:**

- a) Designation : **Graduate Engineer Trainee**
- b) Place of Posting : **Bangalore**
- c) Date of Joining : **01-Dec-2023**

**2. Compensation:**

Your annual salary will be **INR 350004** /-(Rupees Three Lakhs Fifty Thousand and Four Only) and will be as per the attached Annexure1-Compensation structure.

**3. Trainee Benefits:**

a) **Insurance Coverage.**

- 1. **Group Personal Accident Coverage:** You will be covered under personal accident insurance for a sum of **₹20,00,000/-**
- 2. **Group Mediclaim Insurance Coverage:** You will be covered under Group Health Insurance for a sum of **₹3,00,000/-**
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- 4. **Workmen Compensation Insurance:** You will be covered under WC Insurance for minimum of **₹9,00,000/-** & **₹25,000/-** Medical expenses are covered.

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Date: 13-Sep-2023

Ref No: AL/2022/1470-OAL-BLR-ODC

**Mr. Tahir Ahmad**

621, Dariyabad, Kathera,  
Allahabad, Allahabad, Dariyabad,  
Uttar Pradesh-211003

**Sub: Offer Letter cum Appointment Letter**

Dear **Tahir Ahmad**,

With reference to your application and the subsequent interview you had with "**ALTEN India Private Limited**". We have great pleasure in offering you an engagement under the following terms and conditions:

**1. Engagement Details:**

- a) Designation : **Graduate Engineer Trainee**
- b) Place of Posting : **Bangalore**
- c) Date of Joining : **04-Oct-2023**

**2. Compensation:**

Your annual salary will be **INR 350004** /-(Rupees Three Lakhs Fifty Thousand and Four Only) and will be as per the attached Annexure1-Compensation structure.

**3. Trainee Benefits:**

a) **Insurance Coverage.**

1. **Group Personal Accident Coverage:** You will be covered under personal accident insurance for a sum of **₹20,00,000/-**
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HR-F  
Issue  
Revision

No. 075  
06-09-2022  
002

Date: 27-Oct-2023

Ref No: AL/2022/1502-OAL-BLR-ODC

**Mr. Thrishul.N**

#36/1 Khaji Sonennahalli,  
Kannamangala Post  
Bangalore -560067

404

**Sub: Offer Letter cum Appointment Letter**

Dear **Thrishul.N**,

With reference to your application and the subsequent interview you had with "**ALTEN India Private Limited**". We have great pleasure in offering you an engagement under the following terms and conditions:

**1. Engagement Details:**

- a) Designation : **Graduate Engineer Trainee**
- b) Place of Posting : **Bangalore**
- c) Date of Joining : **01-Dec-2023**

**2. Compensation:**

Your annual salary will be **INR 350004** /-(Rupees Three Lakhs Fifty Thousand and Four Only) and will be as per the attached Annexure1-Compensation structure.

**3. Trainee Benefits:**

a) **Insurance Coverage.**

1. **Group Personal Accident Coverage:** You will be covered under personal accident insurance for a sum of **₹20,00,000/-**
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## Offer Letter

1 message

Dhanashri <dhanashri.k@jaro.in>

Fri, 8 Dec, 2023 at 7:25 pm

To: business.nirbhaybhoi@gmail.com

Cc: mansi mitruka <mansi.mitruka@jaro.in>, hrsupport@jaro.in, Sushant M <hr@jaro.in>, shaffiq <shaffiq.t@jaro.in>

Dear Candidate,

Greetings of the day.

*Congratulations on your selection!*

Jaro Group is glad to offer you the Position you have been interviewed for. We believe your profile and skills as recognized by us during the interview are an excellent match for the requirements of our company. We look forward to have you as a part of our Jaro Family.

**Please find below the link that you need to upload all the below documents on as soon as you accept the offer:**

[https://docs.google.com/forms/d/e/1FAIpQLSfFqWUImBqJEVlzLBTugDji gAZOUA40lOW4rRG1\\_Ja1hly81g/formResponse](https://docs.google.com/forms/d/e/1FAIpQLSfFqWUImBqJEVlzLBTugDji gAZOUA40lOW4rRG1_Ja1hly81g/formResponse)

- Highest Education Qualification ( either convocation certificate or last semester marksheet )
- Last Company 3 months Salary Slips
- Updated CV
- Identity Proof :
  - Pan Card
  - Aadhar Card
- Signed Copy of the Attached Offer Letter

If you choose to accept this offer, kindly respond us back to this offer letter with the above details and acceptance

Thank you for considering Jaro Group as the next step for your career growth. Please feel free to connect with your recruiter in case of any queries and doubts.

Ms. Dhanashri K

HR | Jaro Education



[ghanashri.k@jaro.in](mailto:ghanashri.k@jaro.in)



[www.jaroeducation.com](http://www.jaroeducation.com)

jaro education



# NEVITON

**A COMPANY OF MONTANA AEROSPACE AG**



**PRASHANTH R**

**Emp. No. : NS1404**

**Blood Group : B+Ve**

**Emg. Contact : +91 7676817094**

*Sanjay Vembathin*

**Authorised Signatory**



**ALLWELD ENGINEERS PVT LTD.,**  
ISO 9001-2008 CERTIFIED COMPANY



**Name : Basavaraj T**

**Emp. No. : 517**

**Designation : Product Development Engineer**

**D.O.J : 08-08-2023**

Authorised Signatory

# Job Description



**Lufthansa Technik**

Org. Unit

Job title

**Lufthansa  
Technik  
Services India  
Pvt. Ltd.**

**Apprenticeship- Material Service Management**

Lufthansa Technik Services India - Component support for India Founded in 2005 Lufthansa Technik Services India Pvt. Ltd. (LTSI) is a fully owned subsidiary of Lufthansa Technik AG (LHT) of Germany. The Company operates from Bengaluru office. The 250+ people strong company serves as LHT's presence in India and provides value-added-services to LHT's spectrum of Maintenance Repair and Overhaul (MRO) Services. LTSI's main focus is on regional component services for Airbus and Boeing commercial aircraft and customers enjoy the comprehensive services of LTSI in the area of spare parts leasing, customer service – and material management support.

## **I. Most important responsibilities**

- 1 Work on material requests placed by Lufthansa Technik's component customers and ensure delivery within the contractually agreed time by assessing the material availability situation for a particular Dispo-Set, particularly the inventory available and forecasted at the different stations of the material cycle (LHT warehouses, Customers' stations, components workshops or service providers)
- 2 Identify factors or process steps blocking or impairing material availability for this particular Dispo Set
- 3 Escalate occurring issues to responsible department in Hamburg
- 4 Identify improvement opportunities and work on them in coordination with responsible department and other relevant interfaces
- 5 Ensure short-term material availability in coordination with the different interfaces (the different stations of the material cycle, including Planning Department and the expediting managers of the Procurement departments), managing priorities and trade-offs according to Customers' needs and contractual rights
- 6 Ensure an adequate inventory balance between the different warehouse locations considering the demand forecasts and safety-stock requirements
- 7 Monitor and pro-actively address the demand forecasts, in particular planned or scheduled recall, retro-fit or repair campaigns
- 8 Discuss performance with responsible department on a Supplier-Customer basis

## **II. Requirements (Education, Experience)**

- Higher education in Engineering
- Excellent spoken and written English
- Ability to take decisions autonomously
- Creative and innovative thinking
- Teamplayer, Flexible
- High degree of customer orientation
- Ability to work under pressure & Willingness to undergo continues training



Ref No.:  
EXP/HR/1606  
Date:22-Jan-24

**Subject: Offer to the post of Graduate Engineer Trainee**

**Dear Manish Patel,**

Subsequent to your interview with us, we are pleased to offer you the post of **Graduate Engineer Trainee** with Expleo Solutions Limited; your appointment will be effective from the date of joining which shall be as soon as possible but not later than **04-Mar-23**. You are required to confirm your acceptance latest by **22-Jan-24**; failing which, this offer will stand automatically withdrawn. Your cost to the Company will be **Rs 3,00,000/- (Rupees Three Lakhs Only)** per annum at the time of joining

You shall be on probation for a period of Six Months from the Date of Joining the services of the company, during which the company will monitor your progress at work. At the end of your probationary period, the company shall review your performance and if found satisfactory, you shall be issued a confirmation order in writing, wherein you will be confirmed into the company's regular roles. If your performance is found unsatisfactory, the company may, at its sole discretion,

- i) extend the period of probation by such further periods as required to properly assess the improvement in your performance, or
- ii) decide not to extend the period of probation, wherein the employment contract shall automatically stand terminated by efflux of time on the expiry of the initial period of probation or extension thereof, as mentioned above.

During probation, your employment can be ceased by either party, by providing two months' notice in writing or two months' gross salary, in lieu thereof, at the sole discretion of the company. On confirmation and thereafter, your services shall be terminable by either party, by providing three months' notice or three months' gross salary in lieu thereof, at the sole discretion of the company. Expleo reserves the sole right to retain the employee during the entire notice period based on its business needs.

**You are required to sign:**

- An Information Security and Non-Disclosure agreement - this agreement is to protect the interest of the company by maintaining confidentiality of all information, which may be accessible to you in the course of your work.
- A Service Agreement - the Employee is required to undergo specialized technical training for meeting the business requirements. Expleo intends to impart the specialized technical training to the Employee by spending considerable amount of money, time and resources.

This offer is subject to following conditions:

- Successful completion of your medical checkup.
- Validation of your credentials against original documents.

You are requested to report for duty at 09.30 AM in **Bangalore**.

**Expleo Solutions Limited.,**


**Expleo Solutions Limited, Plot No. 148 | 2nd Floor | Prestige Featherlite Tech Park,  
2nd Phase | EPIP Area | Whitefield | Bangalore - 560066**

**Contact person: Advyth Chandran**

On the date of your reporting, you need to submit the following documents:

- Proof of your qualification, past employment records and all other claims made by you to the satisfaction of the company.
- 2 photographs & Copy of your Passport

For **Expleo Solutions Limited.,**

  
**Saravanakumar Balakrishnan**  
Senior Manager - Human Resources

Kindly sign as a token of acceptance before  
22-Jan-24.

I hereby accept the offer.

Signature

Name

Date





Ref No.:  
EXP/HR/1606  
Date:22-Jan-24

**Subject: Offer to the post of Graduate Engineer Trainee**

**Dear Shashank Upparagi,**

Subsequent to your interview with us, we are pleased to offer you the post of **Graduate Engineer Trainee** with Expleo Solutions Limited; your appointment will be effective from the date of joining which shall be as soon as possible but not later than **04-Mar-23**. You are required to confirm your acceptance latest by **22-Jan-24**; failing which, this offer will stand automatically withdrawn. Your cost to the Company will be **Rs 3,00,000/- (Rupees Three Lakhs Only)** per annum at the time of joining

You shall be on probation for a period of Six Months from the Date of Joining the services of the company, during which the company will monitor your progress at work. At the end of your probationary period, the company shall review your performance and if found satisfactory, you shall be issued a confirmation order in writing, wherein you will be confirmed into the company's regular roles. If your performance is found unsatisfactory, the company may, at its sole discretion,

- i) extend the period of probation by such further periods as required to properly assess the improvement in your performance, or
- ii) decide not to extend the period of probation, wherein the employment contract shall automatically stand terminated by efflux of time on the expiry of the initial period of probation or extension thereof, as mentioned above.

During probation, your employment can be ceased by either party, by providing two months' notice in writing or two months' gross salary, in lieu thereof, at the sole discretion of the company. On confirmation and thereafter, your services shall be terminable by either party, by providing three months' notice or three months' gross salary in lieu thereof, at the sole discretion of the company. Expleo reserves the sole right to retain the employee during the entire notice period based on its business needs.

**You are required to sign:**

- An Information Security and Non-Disclosure agreement - this agreement is to protect the interest of the company by maintaining confidentiality of all information, which may be accessible to you in the course of your work.
- A Service Agreement - the Employee is required to undergo specialized technical training for meeting the business requirements. Expleo intends to impart the specialized technical training to the Employee by spending considerable amount of money, time and resources.

This offer is subject to following conditions:

- Successful completion of your medical checkup.
- Validation of your credentials against original documents.

You are requested to report for duty at 09.30 AM in **Bangalore**.

**Expleo Solutions Limited.,**


**Expleo Solutions Limited, Plot No. 148 | 2nd Floor | Prestige Featherlite Tech Park,  
2nd Phase | EPIP Area | Whitefield | Bangalore - 560066**

**Contact person: Advyth Chandran**

On the date of your reporting, you need to submit the following documents:

- Proof of your qualification, past employment records and all other claims made by you to the satisfaction of the company.
- 2 photographs & Copy of your Passport

For **Expleo Solutions Limited.,**

  
**Saravanakumar Balakrishnan**  
Senior Manager - Human Resources

Kindly sign as a token of acceptance before  
22-Jan-24.

I hereby accept the offer.

Signature

Name

Date \_\_\_\_\_





Ref No.:  
EXP/HR/1606  
Date:22-Jan-24

**Subject: Offer to the post of Graduate Engineer Trainee**

**Dear Lakshmisha T H,**

Subsequent to your interview with us, we are pleased to offer you the post of **Graduate Engineer Trainee** with Expleo Solutions Limited; your appointment will be effective from the date of joining which shall be as soon as possible but not later than **04-Mar-23**. You are required to confirm your acceptance latest by **22-Jan-24**; failing which, this offer will stand automatically withdrawn. Your cost to the Company will be **Rs 3,00,000/- (Rupees Three Lakhs Only)** per annum at the time of joining

You shall be on probation for a period of Six Months from the Date of Joining the services of the company, during which the company will monitor your progress at work. At the end of your probationary period, the company shall review your performance and if found satisfactory, you shall be issued a confirmation order in writing, wherein you will be confirmed into the company's regular roles. If your performance is found unsatisfactory, the company may, at its sole discretion,

- i) extend the period of probation by such further periods as required to properly assess the improvement in your performance, or
- ii) decide not to extend the period of probation, wherein the employment contract shall automatically stand terminated by efflux of time on the expiry of the initial period of probation or extension thereof, as mentioned above.

During probation, your employment can be ceased by either party, by providing two months' notice in writing or two months' gross salary, in lieu thereof, at the sole discretion of the company. On confirmation and thereafter, your services shall be terminable by either party, by providing three months' notice or three months' gross salary in lieu thereof, at the sole discretion of the company. Expleo reserves the sole right to retain the employee during the entire notice period based on its business needs.

**You are required to sign:**

- An Information Security and Non-Disclosure agreement - this agreement is to protect the interest of the company by maintaining confidentiality of all information, which may be accessible to you in the course of your work.
- A Service Agreement - the Employee is required to undergo specialized technical training for meeting the business requirements. Expleo intends to impart the specialized technical training to the Employee by spending considerable amount of money, time and resources.

This offer is subject to following conditions:

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- Validation of your credentials against original documents.

You are requested to report for duty at 09.30 AM in **Bangalore**.

**Expleo Solutions Limited.,**


**Expleo Solutions Limited, Plot No. 148 | 2nd Floor | Prestige Featherlite Tech Park,  
2nd Phase | EPIP Area | Whitefield | Bangalore - 560066**

**Contact person: Advyth Chandran**

On the date of your reporting, you need to submit the following documents:

- Proof of your qualification, past employment records and all other claims made by you to the satisfaction of the company.
- 2 photographs & Copy of your Passport

For **Expleo Solutions Limited.,**

  
**Saravanakumar Balakrishnan**  
Senior Manager - Human Resources

Kindly sign as a token of acceptance before  
22-Jan-24.

I hereby accept the offer.

Signature

Name

Date \_\_\_\_\_





## Letter of Intent (LOI)

Superset ID: 3418638

Date: September 30, 2022

Dear Leah George Manapurathu,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).  
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.  
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**

**Maya Sreekumar**  
**Vice President - Human Resources**

