



Letter of Intent (LOI)

Superset ID: 3415687

Date: September 30, 2022

Dear AAYUSH KUMAR,

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 Cognizant's 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.

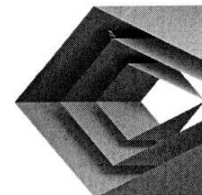
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>


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




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20 Dec 2023

Name: Abhinav Kumar
Emp ID: UNS0944

Dear **Abhinav Kumar**,

At Unacademy, we always play to win! We thank you for consistently showcasing our values through your relentless performance and commitment to our organisation.

This is to inform you that a variable component has been added to your compensation and your annual fixed component is **INR 6,00,000** and variable component is **INR 50,000** effective **19 December 2023**.

All the other terms and conditions of your letter of appointment remains unchanged. Your salary details are strictly confidential and should not be disclosed to or discussed with others.

We are confident that you will continue to contribute effectively and efficiently to drive Unacademy's growth story. Feel free to contact your HR Business Partner for any queries you may have.

Let's Crack It!

Sandhydeep

Sandhydeep Purri
Chief People Officer, Unacademy Group

[Signature]

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unacademy.com

SORTING HAT TECHNOLOGIES PRIVATE LIMITED

CIN: U72200KA2015PTC082063

2-11-2023

Appointment Letter

Dear Mr Abhishek Reddy B H,

We are pleased to offer you the position of "Graduate Trainee-HR" at TripleDart Digital Private Limited effective from **6 November 2023**.

Your employment in our organization shall be governed by the following terms and conditions, which may be amended from time to time at the discretion of the Management.

You shall perform with diligence such duties as the position you hold and such other duties that may be assigned to you depending on the exigencies of work.

Internship Guidelines:

Your internship shall commence on **6 November 2023**, and end on **6 January 2024** ("Term"). The terms and conditions of your internship with the Company are set forth below:

1. Your project and responsibilities during the Term will be determined by the manager assigned to you for the duration of the internship.
2. You are eligible for a stipend of INR 20,000 /- during the term, which shall be paid on the last working day of every month.
3. You will sign a confidentiality agreement with the company before you commence your internship.
4. The internship cannot be construed as employment or an offer of employment with TripleDart.
5. This internship will serve as probation and help us evaluate your fit for the organization. On satisfactory completion of your internship, your services will be confirmed by the management in writing.
6. During the internship period, the employee may terminate the contract by giving one week's notice in writing.
7. The Company reserves the right to extend the internship period if your performance is not up to expectations.

Non-disclosure policy:

1. You should not work part-time or on any side gigs, and strictly no sharing of our process/materials externally.
2. For six months following any termination, you should not join our client's companies as a consultant, employee, or contractor.

Termination of your services:

1. Either the Company or you may terminate this agreement by giving in writing to the other party two week's notice during your probationary period or eight weeks' notice after confirmation of an FTE/regular employment.
2. The company reserves the right to not relieve you of your services if all Company documents/property in your custody has not been properly handed over by you to an authorized representative.
3. Termination of services by the management without notice would arise in the event of:
 - Any contravention of the policies.

Signature Certificate

Reference number: LMEIN-UZ3E6-HJKN-JHGSF

Signer

Timestamp

Signature

Abhishek Reddy

Email: redybhahishek100@gmail.com

Shared via link

Sent:

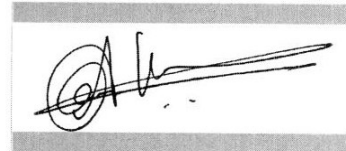
02 Nov 2023 07:06:52 UTC

Viewed:

02 Nov 2023 07:08:36 UTC

Signed:

02 Nov 2023 07:29:53 UTC



IP address: 152.58.232.242

Location: Bengaluru, India

Document completed by all parties on:

02 Nov 2023 07:29:53 UTC

Page 1 of 1



Signed with PandaDoc

PandaDoc is a document workflow and certified eSignature solution trusted by 40,000+ companies worldwide.



CONSULTING SERVICES AGREEMENT

This Work Sheet forms part of and is subject to the terms and conditions agreed between **Sokrati Technologies Pvt. Ltd** and **Abhishek Saurabh** attached to this Work Sheet. All defined terms used in this Work Sheet have the meaning specified in this Work Sheet and clauses 1 to 13 of the terms and conditions.

Start Date	16 th Aug'23
Period	Start date: 16 th Aug'23 End date: 16 th Feb'24
Description of Services	Company appoints You, and You shall provide Company the following services during the Term in accordance with the provisions of this Agreement (the " Services "): <p>Consultant (Associate Business Analyst)</p> <p>The parties may agree further services from time to time in accordance with the Agreement.</p>
Fees	<ul style="list-style-type: none"> You will be entitled to a service fee of INR 11,000 per month. The fees include all taxes, duties, levies etc. (excluding GST) and your expenses in performing the Services. <p>All fee payables are subject to applicable withholding taxes as per applicable law.</p>

Signed for and on behalf **Sokrati Technologies Pvt Ltd**

Signature

Neha Asthana

Name

Director - Talent Acquisition

Title

23rd May'23

Date

Signature

Abhishek Saurabh

Name

Consultant (Associate Business Analyst)

Title

23rd May'23

Date

CONSULTING SERVICES AGREEMENT

1 Parties

The parties are: (a) Sokrati Technologies Pvt. Ltd. a company incorporated under Companies Act, 1956 having its registered office at Deep Complex, 3rd floor, Above Renault Showroom, Pune- Bangalore Highway, Baner, Pune – 411045 ("Company"); and

(b) Abhishek Saurabh S/O Ramakant Prasad aged 22 years, whose residential address is Ward No. 30, Near Moti Jheel, Shri Krishna Nagar, Motihari, East Champaran, Bihar Pin code: 845401 PAN No.: NJSPS8054L which expression shall include your successors, permitted assigns, receivers and heirs.

2 Term

This Agreement shall be deemed to have commenced on the Start Date specified in the Work Sheet and shall continue in force for the Period as provided in the Work Sheet or until terminated by either party in accordance with the terms of this Agreement ("Term").

3 Services

- 3.1 You shall provide the services ("Services") set out in the Work Sheet(s) and any attached schedules ("Work Sheet(s)"). Each Work Sheet signed by both parties and these terms and conditions including any schedules attached to these terms and conditions shall form a separate agreement ("Agreement") between Company and You. Each Agreement may be terminated separately in accordance with clauses 9 or 13.1. In the event of any inconsistency between any Work Sheet and these terms and conditions, these terms and conditions shall prevail to the extent of any inconsistency.
- 3.2 You shall provide Company the Services throughout the Term: (a) to the best of Your ability using all reasonable skill and care; (b) in accordance with first class industry standards; (c) in compliance with all the applicable laws and Company's Code of Conduct; and (d) in compliance with these terms and conditions and the timescales and specifications in any Work Sheet.

4 Fees, Expenses and Payment

- 4.1 In return for the satisfactory provision of the Services (as determined by Company), Company shall pay You the fees set out in the Work Sheet ("Fee").
- 4.2 You shall be responsible for your expenses in providing the Services unless otherwise agreed in writing with Company in any Work Sheet. If Company agrees to pay any expenses, such payment shall be subject to (a) Company's general expense policy as generally applicable to its employees and (b) You producing written evidence of receipts for each expense item.
- 4.3 You shall issue proper and correct invoices as per Company's satisfaction and upon the completion of the Services or at the end of each calendar month, unless specified otherwise in the applicable Work Sheet. Company shall pay all invoices within 30 working days of receipt. Company shall deduct tax at source in accordance with applicable laws and any other taxes, duties and levies before making any payments to You.

Sokrati Technologies Pvt. Ltd

S.no.35/21/3&4, Deep Complex, 3rd floor, Above Renault Showroom, Pune-Bangalore Highway, Baner, Pune-411045

Website: www.merkleinc.com/in/, Board Line-(020)-66250000, CIN: U72200PN2009PTC145012



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5 Work-make-for-Hire and Assignment of Works

- 5.1 All the proposals, literary work, artwork, copy, models, designs, photographs, software and all other material and work developed and/or created and/or conceptualized and/or provided by You under this Agreement and under all the Work Sheets including Data to Company and/or any Company's affiliate ("**Works**") is commissioned by Company to You under work-for-hire principle and shall be owned by Company and Company shall be the first owner and author of the Works to Your complete exclusion. To the extent Company is not treated as the author or first owner of the Works, You hereby assign to Company with full title guarantee by way of present and future assignment all of Your right, title and interest throughout the world in all intellectual property rights, including without limitation, trade mark, copyright and design rights, howsoever arising and in whatever media, whether or not registered and whether existing now or in the future ("**IPR**") in the Works completely free from any encumbrances, for the full period of such IPR. You shall waive all moral rights in the Works. This assignment shall include the right for Company to sue for past infringements. Such assignment shall occur for all Works as soon as the Works are developed, created, conceptualized or provided to Company. You shall do all such things and sign all such documents as are necessary to assign the Works to Company at Your own expense.
- 5.2 Where You use any IPR of third parties ("**Third Party IPR**") in fulfilling Your obligations pursuant to this Agreement, You shall use all reasonable endeavours to obtain an assignment of the Third Party IPR under the same terms as the assignment granted by You pursuant to clause 5.1. If despite using all reasonable endeavours You are unable to obtain such an assignment, you shall obtain for Company a perpetual, non-exclusive, non-sub-licensable, royalty-free, world-wide licence to use and reproduce the Third Party IPR. The assignment or licence shall have effect on the provision of the Third Party IPR to Company. You shall do all such things and sign all such documents as are necessary to effect such assignment or licence at Your expense.

6 Warranties

- 6.1 Each party to this Agreement represents and warrants to the other that it has, and shall retain throughout the Term, all right, title and authority to enter into, and perform all of its obligations under, this Agreement and to grant any licences expressed to be granted pursuant to this Agreement.
- 6.2 You represent, warrant and undertake throughout the Term that: (a) You comply with, and shall continue to comply with, all applicable laws and regulations as may be applicable to the Services; and (b) the Works are owned by You and shall not infringe any IPR, constitute a misrepresentation, cause injury to or invade the privacy of any third party, constitute a misuse of any confidential information of a third party or be defamatory, abusive or offensive, or be in any way contrary to applicable law; and (c) You have the right to licence the Third Party IPR and that the Third Party IPR shall not infringe any IPR, constitute a misrepresentation, cause injury to or invade the privacy of any third party, constitute a misuse of any confidential information of a third party or be defamatory, abusive or offensive or otherwise contrary to applicable law.

7 Indemnities

- 7.1 You shall indemnify Company and Company's affiliates (and their respective employees, directors and agents) against any liability, damage, expense, claim or cost (including reasonable legal fees and costs) suffered by Company and/or Company's affiliates arising from any: (a) breach of warranty in clause 6; (b) breach of clause 11 (Confidentiality) and or clause 12 (Data Protection) or (c) act or omission by You in relation to any contract of employment (including, without prejudice to the generality of the foregoing, the termination thereof) or applicable employment legislation, rules or guidelines or any of

Your duties or liabilities in relation to any matter whatsoever (whether arising before, during or after the Term).

8 Limitation of Liability

- 8.1 Nothing in this Agreement shall exclude or limit liability for death or personal injury resulting from the negligence of either party or their servants, agents or employees.
- 8.2 With the exception of: (a) clause 8.1; (b) Company's obligations to pay You under clause 4; and (c) the indemnities in clause 7, the liability of either party in contract, tort, negligence, pre-contract or other representations or otherwise arising out of this Agreement or the performance of its obligations under this Agreement shall be limited in aggregate to the total amount payable under the Agreement as specified in the applicable Work Sheet.
- 8.3 Neither party shall be liable in contract, tort (including negligence), pre-contract or other representations (other than fraudulent or negligent misrepresentations) or otherwise under this Agreement for: (a) any economic losses (including loss of revenues, profits, contracts, business or anticipated savings); or (b) any special, indirect or consequential losses; whether or not such losses were known to the parties at the commencement of this Agreement.

9 Termination

- 9.1 Either party may terminate this Agreement immediately by notice in writing to the other if the other party: (a) is in material breach of the Agreement and, in the case of a breach capable of remedy, fails to remedy the breach within 30 days of receipt of written notice giving full details of the breach and of the steps required to remedy it.
- 9.2 Either party may terminate this Agreement without cause on at least 30 days' prior written notice to You provided that Company shall pay You for any work that has been satisfactorily carried out under the Agreement by You up to the date of termination, in accordance with clause 4.
- 9.3 Company may terminate this Agreement immediately in the event You breach of any applicable laws or Company's code of conduct with prior written notice to You provided that Company shall pay You for any work that has been satisfactorily carried out under the Agreement by You up
- 9.4 All Work Sheets shall automatically terminate upon termination of this Agreement.

10 Consequences of Termination

- 10.1 You shall return to Company any materials provided by Company to You for the performance of Services under this Agreement upon termination of this Agreement.
- 10.2 Any termination of this Agreement shall not affect any accrued rights or liabilities of either party, nor shall it affect the status of any provision of this Agreement which is expressly or by implication intended to come into or continue in force on or after such termination. Clauses 5, 6, 7, 8, 10, 11, 12 and 13 shall continue to have effect after the end of the Term.

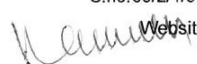
11 Confidentiality

- 11.1 Each of the parties shall not disclose to any person any information, whether in written or any other form, disclosed by or on behalf of one party ("**Disclosing Party**") to the other party ("**Receiving Party**") in the course of the discussions leading up to or the entering into or during the performance of this Agreement and which is identified as confidential or is clearly by its nature confidential including, but

Sokrati Technologies Pvt. Ltd

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not limited to, the Works provided by You under this Agreement as well as any other information internal to Company or any Company affiliate ("**Confidential Information**") except insofar as: (a) is required by a person employed or engaged by the Receiving Party in connection with the proper performance of this Agreement (but only to the extent that any person to whom the information is disclosed needs to know the same for the performance of their duties and provided the Receiving Party shall be obliged to procure that all such persons are aware of the obligation of confidentiality and undertake to comply with it); or (b) is required to be disclosed by law (provided that the party disclosing the information shall notify the other party of the information to be disclosed and of the circumstances in which the disclosure is alleged to be required as early as reasonably possible before such disclosure shall be made and takes all reasonable action to avoid and limit such disclosure).

- 11.2 Any disclosure of Confidential Information permitted under 11.1 shall be in confidence, shall only be to the extent that any persons to whom the information is disclosed need to know the same for the performance of their duties and the Receiving Party shall procure that all such persons are aware of the obligation of confidentiality and undertake to comply with it.
- 11.3 Each of the parties shall use the Confidential Information solely in connection with the performance of this Agreement and not otherwise for its own benefit or the benefit of any third party.
- 11.4 Confidential Information does not include information which: (a) is generally available to the public otherwise than as a direct or indirect result of disclosure by the Receiving Party or a person employed or engaged by the Receiving Party contrary to their respective obligations of confidentiality; or (b) is made available or becomes available to the Receiving Party otherwise than under this Agreement and free of any restrictions as to its use or disclosure.
- 11.5 Without prejudice to any other rights or remedies that the Disclosing Party may have, the Receiving Party agrees that if the Confidential Information is used or disclosed other than in accordance with the terms of this Agreement, the Disclosing Party shall, without proof of special damage, be entitled to an injunction, specific performance or other equitable relief for any threatened or actual breach of the provisions of this clause, in addition to any damages or other remedy to which it may be entitled.
- 11.6 You shall not disclose to Company, or bring onto Company's premises, or induce Company to use, any third party confidential information.
- 11.7 This clause shall continue in force for a period of five years from the termination or expiry of this Agreement howsoever caused.

12 Data Protection

- 12.1 You shall comply with all the laws, rules, regulations, directives and third-party contracts while dealing, handling or processing any of personal data or behavioural data or sensitive personal data ("**Personal Data**").
- 12.2 You shall maintain processes and procedures that, having regard to the state of technological development, the cost of implementing them and the nature of the Personal Data, shall ensure a level of security appropriate to the harm that might result from unauthorised or unlawful processing of, or accidental loss or destruction of, or damage to, the Personal Data.
- 12.3 You shall co-operate with and provide such information and access to any facilities, premises or equipment from or on which Personal Data is, has been, or is to be processed under this Agreement as the Company may reasonably require to enable it to monitor compliance by You with the obligations in this clause 12.

- 12.4 You acknowledge that it is a condition of your appointment as a consultant, that you sign and return a copy of the Personal Data Protection Statement attached to this Agreement in Annexure 1. By signing and returning a copy of the Personal Data Protection Statement, you consent to the collection, use, disclosure, transfer and general processing of your personal data as stated in the Personal Data Protection Statement and undertakes to help the Company observe the requirements of the Information Technology Act 2008 and its rules, by keeping personal data relating to the Company's employees and customers secure and not misusing such data, or disclosing or using such data without due authorization.

13 General

- 13.1 If a party is prevented from performing any or all of its obligations of this Agreement by any act, event, omission or condition beyond a party's control (a "**Force Majeure Event**"), the affected party shall give written notice to the other party within two (2) business days of the occurrence of the Force Majeure Event and the affected party shall be excused from such performance during, but not longer than, the continuance of such Force Majeure Event. Each party shall bear their own costs arising from the Force Majeure Event and shall take all reasonable steps to find ways to perform their obligations despite the Force Majeure Event. If the Force Majeure Event continues for more than 30 consecutive days, the other party may immediately terminate this Agreement on giving written notice to the affected party.
- 13.2 This Agreement (including any documents referred to) (the "**Contractual Documents**") contains the entire agreement between the parties relating to the subject matter covered in the Contractual Documents and supersedes any previous agreements, arrangements, undertakings, negotiations, discussions or proposals, written or oral, between the parties in relation to such matters. No oral explanation or oral information given by any party shall alter the interpretation of the Contractual Documents. Each party confirms that, in agreeing to enter into the Contractual Documents, it has not relied on any statement, representation, warranty, understanding, undertaking, promise or assurance (whether negligently or innocently made) of any person save insofar as the same has expressly been made in the Contractual Documents and agrees that it shall have no remedy in respect of any misrepresentation which has not become a term of the Contractual Documents except that this Clause shall not apply in respect of any fraudulent or negligent misrepresentation whether or not such has become a term of the Contractual Documents.
- 13.3 You understand that the Company provides a working environment free from all kinds of harassment including harassment based on race, colour, religion, nationality, ethnicity, age, gender, gender expression, gender identity, disability, marital status, sexual orientation, veteran status or any other basis prescribed by law. Having regard to this, You hereby represents, warrants and undertakes that the You shall conduct yourself in a manner consistent with the intent and goals of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and the policies of the Company while you are working for the Company or representing Company in any manner whatsoever.
- 13.4 Nothing in this Agreement shall be construed as creating a partnership or joint venture of any kind or employer-employee relationship between the parties or as constituting or authorising either party as the agent of the other party for any purpose whatsoever. Neither party shall have the authority or power to bind the other, or to contract in the name of, or hold itself out as, or create a liability against the other in any way or for any purpose.
- 13.5 You shall not, at any time during the Term without obtaining Company's prior written approval, subcontract any or all of Your obligations under this Agreement to any third party and on such approval You ("**Subcontractor**") shall remain liable for the due performance of the subcontractor's obligations under this Agreement as if You were performing these.

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A. Srinivas
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- 13.6 You, during the Term, shall neither solicit for hire as an employee, consultant or otherwise any of the Company's personnel nor will it approach or offer any placement assistance to any of Company's employees for alternate career assignments.
- 13.7 While performing Your obligations or exercising its rights under this Work Sheet, You shall not pay, offer or promise to pay or authorize the payment directly or indirectly of, any monies or anything of value to any government official or employee or any political party or any candidate for political office or employee of a private party for the purpose of influencing any act or decision of the government official or employee, political party or candidate in order to obtain or retain business or to direct business to any person and shall conduct themselves and all transactions under this Agreement and/or any transaction relating to the business contemplated herein in a manner consistent with the United States' Foreign Corrupt Practices Act and any other Indian law including Indian Penal Code, 1860 and Prevention of Corruption Act, 1988 ("Legislations"). If the Company becomes aware or has reasonable grounds to suspect that any transaction relating to the business contemplated herein has taken place in contravention of the principles set forth in this clause or under the Legislations, Company shall be entitled forthwith, in its sole discretion, to terminate this Agreement with immediate effect and any and all other arrangements with You and the same shall be treated as material breach of the Agreement.
- 13.8 You shall not assign any of Your rights under this Agreement, without the prior written consent of the Company.
- 13.9 Except as expressly set out in this Agreement, a person who is not a party to this Agreement has no right to rely upon or enforce any term of this Agreement.
- 13.10 The validity, construction and performance of this Agreement (and any claim, dispute or matter arising under or in connection with it or its enforceability) shall be governed by and interpreted in accordance with laws of India. Each party irrevocably agrees to the exclusive jurisdiction of the courts of Mumbai over any claim, dispute or matter arising under or in connection with this Agreement or its enforceability or the legal relationships established by this Agreement.
- 13.11 Neither party shall advertise or publicly announce, communicate or circulate the existence or terms of this Agreement or any association with the other party without the prior written consent of the other party.
- 13.12 Any notice given under this Agreement shall be in writing in English and served by hand, fax, prepaid recorded or special delivery post or prepaid international recorded airmail. In the case of Company, notices shall be given to its Legal Department at the address specified in the Agreement. In the case of You, notice shall be sent to the address referred to on the first page of this Agreement. Any such notice shall be deemed to have been served at the time of delivery. The parties shall notify each other of changes in addresses for service during the Term of this Agreement.
- 13.13 If any clause of this Agreement is found by any court or administrative body of competent jurisdiction to be invalid or unenforceable, such invalidity or unenforceability shall not affect the other provisions of this Agreement which shall remain in full force and effect.
- 13.14 The failure to exercise or delay in exercising a right or remedy under this Agreement shall not constitute a waiver of the right or remedy or a waiver of any other rights or remedies and no single or partial exercise of any right or remedy under this Agreement shall prevent any further exercise of the right or remedy or the exercise of any other right or remedy. The rights and remedies contained in this Agreement are cumulative and not exclusive of any rights or remedies provided by law.
- 13.15 No modification or variation of this Agreement shall be valid if made by email and shall otherwise only be valid if in writing and signed for or on behalf of each of the parties.

- 13.16 You shall execute or cause to be executed all such other documents and do or cause to be done all such further acts and things (consistent with the terms of this Agreement) as Company may from time to time reasonably require.
- 13.17 This Agreement may be signed in duplicate, each of which, when signed, shall be original, and all the duplicates together shall constitute the same Agreement. Faxed or scanned signatures shall be as effective as original signatures.

Signed for and on behalf of

Sokrati Technologies Pvt. Ltd.

Signature

Neha Asthana

Name

Director – Talent Acquisition

Title

23rd May'23

Date

Signature

Abhishek Saurabh

Name

Consultant (Associate Business Analyst)

Title

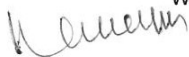
23rd May'23

Date

Sokrati Technologies Pvt. Ltd

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ANNEXURE-I

PERSONAL DATA COLLECTION STATEMENT

Your privacy is important to **Sokrati Technologies Pvt. Ltd.** ('Company').

Throughout the course of your engagement with the Company as an independent consultant or contractor, the Company needs to collect, use, disclose, and/or transfer outside of India, (individually and/or collectively "Process"), including through any authorised third party acting on its behalf, Personal Data from you and about you. "Personal Information" and Sensitive Personal Data or Information" has the meaning defined in the Information Technology Act, 2000 along with the Rules and includes (but is not limited to):

- Recruitment, engagement or training records;
- Information about your medical condition;
- Information regarding termination of employment;
- Terms and conditions of employment;
- Personal information and images and emergency contact details;
- Performance, conduct and disciplinary records;
- Remuneration details, bonus and share plan information;
- Membership of professional associations or trade unions;
- Leave records (including annual leave, sick leave and maternity leave);
- Taxation, banking and mandatory provident fund details;
- Aadhar Card and PAN card details.
- Financial Information such as bank account number or debit card or credit card or other payment instrument details.
- Health and safety information;
- Any other information that you provide to the Company.


which are collectively defined as "Personal Data"

The purposes for which the Company needs to Process your Personal Data is for managing or terminating your working relationship with the Company; administering, managing and/or operating the business of the Company; and/or compliance with applicable laws and regulations and/or legal proceedings.

The Company may from time to time transfer your Personal Data to the following classes of persons who may be based in a jurisdiction outside of India:

- the holding company or subsidiary companies of the Company;
- the Company's insurers and banks;

Sokrati Technologies Pvt. Ltd
S.no.35/2/1/3&4, Deep Complex, 3rd floor, Above Renault Showroom, Pune-Bangalore Highway, Baner, Pune-411045
Website: www.merkleinc.com/in/, Board Line-(020)-66250000, CIN: U72200PN2009PTC145012


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Soldevanahalli Bangalore-560 007

- medical practitioners appointed by the Company;
- administrator of the Company's mandatory provident fund scheme;
- outside parties involved in a merger, acquisition or due diligence exercise;
- companies the Company engages to perform the functions listed above on the Company's behalf; and
- anyone you authorise.

If you do not provide complete and accurate Personal Data to the Company as and when it is required, there may be potentially serious consequences for you and, depending on the circumstances, your future employment relationship with the Company.

It is the Company's policy to retain certain Personal Data of its consultants/contractors for a reasonable period after they cease to be engaged by the Company. This data may be required for any residual employment-related activities, including for example, provision of references, processing of applications for re-appointment, matters relating to retirement benefits and allowing the Company to fulfil any of the Company's contractual or statutory obligations.

To the extent applicable law allows, you may request access to, and correction of, your personal data in relation to your appointment as a consultant. For any further information, please contact Sunil Seth, HR Director or, Data Protection Officer/Grievance Officer India.

Please indicate your understanding and acceptance of the above by signing and returning the acknowledgement form below.

Acknowledgment

By signing this Agreement, I confirm that I have read and fully understand the above contents and acknowledge that I accept these terms voluntarily and freely.

Sokrati Technologies Pvt. Ltd

S.no.35/2/1/3&4, Deep Complex, 3rd floor, Above Renault Showroom, Pune-Bangalore Highway, Baner, Pune-411045

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Solgaavanahalli, Bangalore



LETTER OF INTENT

15-Mar-2023

Mr. Anand kumar
Doctors Building, opp Jamiya Masjid,
near Acharya College,
Soladevanahalli, 560107
Mob: +91 9507754782

Dear Anand,

Sub: Offer of Appointment for the position of Trainee System Engineer

With reference to your application and the recent interview you had with us, we are pleased to offer you an appointment as **Trainee System Engineer**

Your annual total remuneration (CTC) of **Rs. 368,000/= (Rupees Three Lakh(s) Sixty Eight Thousand Only)** is highlighted in the attached compensation summary and related benefits (Annexure A & B). Also note that taxes will be deducted at source from your gross compensation mentioned above, in compliance with prevailing tax regulations.

Your individual remuneration is purely a fact between you and the company, has been arrived based on your background, 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. Compensation will be paid on a monthly basis in accordance with the Company's normal payroll procedures. However, the structure of your remuneration may be altered / changed from time to time in line with the policy and practices of the Company. This offer is based on your being and remaining medically fit as required under Company's policies.


As Stratogent will be incurring considerable expenditure on your training, you will be required to execute an agreement to serve Stratogent Technology Services Pvt. Ltd. For a minimum period of **2 years after joining (excluding notice period)**, failing which you (and your surety) will be liable to pay **Rs.1,00,000/-** towards training expenditure.

You are required to work in shifts and/or in extended working hours as permitted by law. You may be required to work beyond your existing working hours depending upon the business requirements/exigencies from time to time.

As per Company policies, you will be on probation for a period of six months. After successful completion of the probation period, your performance will be reviewed, and your probation may

Stratogent Technology Services Pvt. Ltd.
Sirius Building, 1st& 2nd Floor, Millers Road, Kaverappa Layout, Vasanth Nagar, Bangalore – 560052, India
Ph# +91-80-41131484 www.stratogent.com
CIN: U72200KA2008PTC047542

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Soldevanahalli Bangalore-560 107

Stratigent

Annexure A: COMPENSATION

COMPENSATION SUMMARY	Per Month	Per Annum
FIXED PAY		
Basic Salary	18,500	222,000
Conveyance Allowance	1600	19,200
HRA	5,964	71,570
Flexi Allowance	0	0
TOTAL COMPENSATION	26,064	312,770
RETIRALS & BENEFITS		
Employer's Contribution to PF	1,800	21,600
Gratuity #		10,674
Employer's Contribution to ESI		0
Accident Insurance ##		270
Medical Insurance ###		4,286
VARIABLE PERFORMANCE PAY *		
Personal Performance Linked Pay		0
Annual Performance Linked Pay		18,400
CTC (Cost to Company)		368,000

For Stratigent Technology Services Pvt. Ltd.,

B.K. Aruna

Aruna B K
(Manager HR & Finance)

Stratigent Technology Services Pvt. Ltd.
Sirius Building, 1st & 2nd Floor, Millers Road, Kaverappa Layout, Vasanth Nagar, Bangalore – 560052, India
Ph# +91-80-41131484 www.stratigent.com
CIN: U72200KA2008PTC047542

ANNEXURE B

You would be eligible for tax exemptions under the different components as per the rules determined by the Income Tax Authorities.

*Flexi Allowance

Component	Maximum limit	Explanation
LTA	2 months Basic Salary	As per IT Act, LTA becomes tax exempt up to a maximum of economy class air fare twice during a four year period (currently 2018-21) for "family" as defined under the Act.
Meal Coupons	13200	Tax exempt, Ticket Restaurant vouchers
National Pension Scheme	10% of Basic Salary	Retirement Plan
Children education Allowance		Tax exempt for up to 2 children @ Rs.100/- per child p.m.
Special Allowance	Balance amount as per option chosen will be paid through payroll	Taxable

**Annual Performance Linked Pay will be paid annually based on the performance of the company, unit and allocation. Personal Performance Linked Pay will be paid bi-annually based on employee's performance. Payment is subject to being active on company rolls (Not serving notice) on the date of announcement of Variable Performance Pay. Variable Performance Pay will be treated as productivity bonus in lieu of statutory profit bonus.

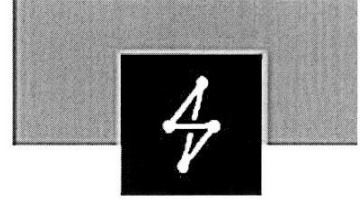
Self covered under Accident Insurance for Rs. 1000000/-

Self, Spouse, Children covered under Medical Insurance for Rs. 500000/-, can opt for parents coverage by contributing the premium. Also, anyone who is falling under ESI act can opt for Medical plan by contributing the premium

Gratuity amount is paid as per Gratuity Act, 1972

SPARKCOGNITION INDIA PRIVATE LIMITED

Registered Office: 9th floor, Summit A, Brigade Metropolis, Mahadevapura Post,
Bangalore, Karnataka, India - 560048
Corporate Identity Number (CIN): U72200KA2022FTC158300
Email ID: legal@sparkcognition.com



Attn: Aniket Singh
Karnataka, India

Dear Aniket,

We would like to extend an offer of employment to you as **AI Engineer** with *SparkCognition India Private Limited* hereafter referred to as the "**Company**". Your employment with the Company shall be subject to the terms and conditions set out in this offer letter ("**Offer Letter**").

Terms and Conditions of Employment:

1. Hiring Commencement Date : 2nd January 2024
2. Title : AI Engineer
3. Your total annual wage (ACTC) is INR 5,50,000 (Rupees Five Lacs fifty Thousand Only).
4. Annexure A to this Offer Letter contains the detailed terms and conditions of your employment. This Offer Letter (including its Annexures) and the documents referred to herein (including the internal policies of the Company) contain the entire understanding between the parties in relation to the subject matter hereunder and supersede any prior understanding or agreement (whether written or oral) in relation to the subject matter hereunder.
5. Subject to the approval of the Company's Board of Directors, you will have the ability to purchase 1,600 shares of the Company's common stock. The stock purchase will be subject to the terms and conditions of a stock restriction agreement, which will include, among other things, a vesting schedule. The purchase price for the common stock will be a price equal to the fair market value of the Company's common stock on the date of grant, as established by the Company's Board of Directors.

We are confident that you will make a positive and lasting contribution to the Company and we look forward to working with you.

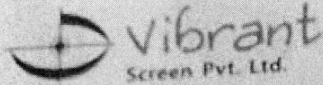
Signed:

Kunal Kislay
President
SparkCognition India Private Limited

Signed:

Aniket Singh

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Soldevanahalli Bangalore-560 107



CIN U74920KA2007PTC042543

Private & Confidential

Date: 25th October 2023

SERVICE AGREEMENT

Dear Ms. Ankkitha

With reference to your application and subsequent interface you had with us, we are pleased to appoint you as **Consultant - Process Executive** on the following terms and conditions, recorded below for your consideration and acceptance. Your date of joining has been recorded as **25th October 2023**.

1. You shall be entitled to a consultation fee of INR INR 2,00,004/- (Rupees Two Lakh and Four Only) per month.
2. The company expects you to work in the Department, in which you are placed with high standard of efficiency and economy.
3. Your service in our company will be subject to your found and remaining physically and mentally fit and alert to perform your duties. Your services will be liable to be terminated on being found physically and mentally unfit.
4. The company may transfer you for work from one place of duty or section/ department/ division to other place of duty or section/ department/ division in the establishment. You will also liable to be transferred to our other establishment, plants, associated companies, branch offices, head offices in India or abroad which may be acquired in future at the sole discretion of the management. On transfer from one place to other, your salary will not be adversely affected but all other terms and conditions shall remain the same.
5. This letter service agreement is being issued on the understanding that there is nothing in your past record which should have presented in the company to offer you an employment. If it is found that your past record is objectionable and if any declaration given by you proves to be false and you have suppressed any material information, in such case, the appointment itself shall be deemed to be irregular and your services will be liable to immediate termination without any notice or compensation in lieu thereof.
6. You will be in the exclusive service of this organization and will not engage yourself either alone or in company, in any work, profession or employment either honorary or otherwise during the period of employment with us.

Ankkitha

Head Office :
No. 710, 5th D Cross,
2nd Block, HRBR Layout,
Karyan Nagar,
Bangalore - 560 043
Phone : 080 - 4913 8506
Fax : 080 - 4913 8522

Pune Office
2-B, Philips Society,
Fatima Nagar, Wankari,
Pune - 411 040
Phone: 020 - 4120 4301
Fax : 020 - 4120 4305

Gurgaon Office :
No. 3285, Sector - 23,
Gurgaon - 122 015
Phone : 0124 - 4258 2071
0124 - 4111 530
Fax : 0124 - 4111 532


Chennai Office :
Haive Enclave, No. F1,
1st Floor, Old No. 1226,
New No. 24, 20th Main Road,
Anna Nagar, Chennai-600 040
Phone : 044 - 4615 3303

Mumbai Office :
Blismiraj Costa Rica,
Plot No. 1 & 2, Sector 18,
Sanpada Palm Beach Road,
Navi Mumbai - 400 705,
Phone : 022 - 4156 0700

Secunderabad Office
Plot No. 3, RND Defenc
Diamond Point, Nickles
Secunderabad - 500 0
Phone : 040 - 474757
70976 40094

E-mail : vibrant@vibrantasia.com

www.vibrant


Pradeep Kumar
ACHARYA INSTITUTE OF TECHNOLOGY
Soidavanahalli Bangalore-560 107

Cigniti

WELCOME TO
CIGNITI TECHNOLOGIES

World's Leading AI & IP-Led Digital Assurance &
Digital Engineering Services Company

Great
Place
To
Work®

Certified
MAY 2023 - MAY 2024
INDIA

Ref: Cigniti Technologies/PT/OID2024

19 January 2024

Offer of Employment

Anu H A
Bangalore

Dear H A,

Welcome to Cigniti!

It gives us immense pleasure in inviting you to join Cigniti Technologies Limited ("Cigniti" or the "Company") as one of its valuable member. We believe that the growth of an organization is fueled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in Cigniti as **TRAINEE**.

Your total Cost to Company (TCTC) will be Rs. **500,000.00/-** per annum. The compensation package consists of:

- a. Fixed Component
- b. Variable Component (Performance Linked Variable Pay)
- c. Other benefits

Details of the compensation breakdown has been outlined in Annexure I.

You will be part of the **Delivery** function and you will report to the Manager assigned by Cigniti from time to time depending on the requirements of the deliverables and your role.

This offer has been made based on the information furnished by you. However, if there is a discrepancy in the given documents / certificates then the company reserves the right to revoke the offer at any time.

This offer is valid till **05 February 2024** and you are expected to join the Organization on (or) before valid date. Your employment is governed by terms & conditions referred in **Annexure II**.

We trust your knowledge, skills, experience and commitment will be among our most valuable assets. We look forward to you having a successful career at **Cigniti Technologies Limited**.

Wishing you all the best,


Yours sincerely,

CIGNITI TECHNOLOGIES LIMITED

Karuna Kumar Vempala
Global Head – Talent Acquisition

Together, we build a better future through technology-led transformation.

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Annexure - 1

NAME	Anu H A	
DESIGNATION	TRAINEE	
DATE OF JOINING	05 February 2024	
LOCATION	Bangalore	
JOB LEVEL	Level 1	
Salary Component	Monthly	Annually
Basic	18,990.00	227,875.00
H.R.A	7,596.00	91,150.00
Flexi Benefit Plan*	11,394.00	136,725.00
Total Gross Salary	37,979.00	455,750.00
Variable Pay (Pay for Performance) (Target @100%)	0.00	0.00
Statutory & Other Benefits (Company Contribution)		
MFI (Medical Family Insurance)	1,888.00	22,650.00
PF	1,800.00	21,600.00
Total Cost to the Company (CTC)	41,667.00	500,000.00
Standard Deductions from Gross: PF -Employee Contribution, Professional Tax & Income Tax Deduction at Source (TDS)		
For Flexi Benefit component is governed by FBP policy, hence please refer the FBP policy upon joining the Cigniti Technologies		

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Provident Fund (PF): You will be covered under Cigniti Technologies Limited Employees' Provident Fund Scheme. Your contribution and the Company's contribution are a part of above compensation. PF is calculated on 12% of minimum basic (15000) or 1800 as per the PF Act.

Variable Pay (Pay for Performance): The pay for performance framework encompasses parameters centered around individual score cards along with the organizational parameters as relevant to employees based on their roles. Please refer to the pay for performance policy for details.

Gratuity: Benefit as per the payment of Gratuity Act.

Medical Insurance: In accordance with the Company policy you and your immediate family (i.e. spouse, unmarried dependent children, and parents) will be covered under our Medical Insurance Plan

Personal Accident Insurance: You will also be covered under our Personal Accident Insurance Policy.

Income Tax: You will be solely responsible for your Income Tax as required by the local laws and tax authorities. All payment to be made to you will follow statutory requirements including tax to be deducted at source. The company will deduct yours Tax from your monthly income and remit to the tax authorities on your behalf as TDS. Where applicable the Company will issue tax deduction certificates thereof.

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Annexure – 2

- 1) **Date of Commencement of Employment:** Your employment with the company shall commence the day you report and join the organization.
- 2) **Location:** Your employment with Cigniti Hyderabad will be based at the offices of Cigniti in Hyderabad. Your services may be transferred from time to time to its subsidiaries and associates or group companies, whether in or outside India.
- 3) **Leave:** You will be eligible for 1.75 days of General leave (EL+SL+CL) per month or 21 days per annum. Apart from the General Leave, the policy also covers special leaves such as, up to 5 days for Paternity Leave and 3 days for bereavement. Please refer to Company's Leave Policy outlining the eligibilities and applicability
- 4) **Salary cycle:** The salary cycle will be from the 1st of a month to the 30th of the same month. The salary will be credited to the corporate salary bank account, and / or by cheque.
- 5) **Background Checks:** The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience, if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India". If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.
- 6) **Conditions of Hire:**
Please note that this letter of appointment is conditional on:
 - a) satisfactory reference checks of all qualifications and the accuracy of the employment history provided by you.
 - b) you holding a valid passport
 - c) the acceptance of the terms and conditions of your assignment / appointment set forth along the annexure.
 - d) Obtaining / possessing employment passes or work permits from relevant authorities in India to work in India.
 - e) Getting formally and completely relieved from your previous employer, in the event you were employed elsewhere by other employer before joining Cigniti.
- 7) **Hours of Work:** Your working hours would be governed by applicable laws and will be applicable to you depending upon your place of posting and as amended from time to time. Further, you should be prepared to work on any shift, as may be warranted by the company's/client's work requirement.
- 8) **Contract Terms and Notice Period:**
 - a. This is at will employment and may be terminated by either party by giving two months' or any time earlier than the expected notice period advance notice in writing or payment in lieu thereof to the other party based on approval. Salary for this purpose will be based on your Gross Salary.

Cigniti

- b. the company can, keeping in view the business situations, decide to relieve you earlier than the expected notice period. In such event the salary would be paid up to the last working day i.e the day the you will be getting relieved.
 - c. In event of your resignation , any requests for early relieving from the services shall be considered only on necessary approvals as per the policy of the organization.
 - d. If, in the reasonable opinion of company, you are guilty of any serious misconduct, company may terminate your employment without notice and any payment thereof. Serious misconduct includes, but is not limited to
 - 1. violation of any of the terms of this Agreement.
 - 2. refusal to abide and obey a reasonable command or expectations of company, and not performing the duties assigned under this agreement.
 - 3. dishonesty, theft, serious neglect, gross misconduct, mis-representation
 - 4. expressly or by implicitly repudiating this Agreement;
 - 5. act in such a way (whether or not in the course of your employment) as to bring the Company or its subsidiaries into disrepute;
 - 6. being convicted of a criminal offence;
 - 7. being convicted of or charged with an offence involving moral turpitude: or
 - 8. do any act detrimental or damaging to the Company, its Affiliates and Clients.
 - e. **Retirement age:** The age of retirement will be attained for consideration as per company's retirement policy.
- 9) **Code of Business Conduct:** All the time during the term of your employment with Cigniti you are required to comply with all the applicable laws, regulations of the land and Cigniti Code of Business Conduct. You are advised to read Cigniti Code of Business Conduct thoroughly as soon as your employment commences and attend all the mandatory trainings as advised time to time.
- 10) **Intellectual Property:** Your duties could include formulating new strategies, initiatives and encouraging creative work in the respective department. Copyright or other intellectual property may subsist in the work that is expected to be generated. Any such intellectual property rights shall vest absolutely in the Company, and you undertake to execute all necessary documents, and do whatever else may be necessary to secure those rights, even after your employment has ended, including a deed of assignment of any intellectual property substantially in the form attached hereto as Schedule-I.
- 11) **Confidentiality:** As a part of employment with the Company, you will execute a Non-Compete & Non-Disclosure Agreement in a form attached hereto as Schedule II, the terms of which will be binding on you. All information concerning the business, practices, finances, strategies, plans etc. of the company shall be considered as strictly confidential and any breach thereof is deemed as misconduct which entitles the company to terminate your employment in accordance with the provisions above.
- 12) **Information Security Management System Policies:** You will be required to sign an agreement to abide by the Information Security Management System Policies of the Organization which is attached here to as Schedule III.

Cigniti

- 13) **Non-Violation:** You represent that by accepting the terms of this agreement you will not be violating the terms and conditions of any agreement with your previous employer or third parties.
- 14) **Company Property:** When your employment ends, for whatever reason, you will, before being relieved from the Company, return to the Company:
- a) all equipment and materials belonging to the Company or its Clients, along with any passwords, information or other objects required to use the equipment;
 - b) every Company document (including electronic documents) of whatever description in your possession or control, together with any copies, notes or summaries of such documents and your own working papers, for all of which you undertake to make a diligent search);
 - c) all other Company property, including Confidential Information, in your possession or control.
- 15) **Outside Interests:** You shall not (either solely or jointly with any other person, firm or company and whether directly or indirectly) carry on or be engaged in or interested in any other business during the period of this Agreement. You shall devote all your working hours in the service of the Company and shall not engage in, continue to be engaged in, invest in, be a director of, start or support any other business without the prior written consent of the board of the Company.
- 16) **Past Record:** If any declaration given or information furnished to the Company prove to be false or if you are to have willfully suppressed any material information, in such case, you will be liable to removal from services, without any notice. You will also be liable to such damages or such action as may be determined by the Company.
- 17) **Amendments:** 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.
- 18) **Governing Law:** This agreement shall be governed by the laws of India and the courts of Hyderabad shall have exclusive jurisdiction to settle any dispute that may arise in relation to the interpretation and performance of this Agreement.

Wishing you all the best,
CIGNITI TECHNOLOGIES LIMITED

Karuna Kumar Vempala
Karuna Kumar Vempala
Global Head – Talent Acquisition

US | INDIA | UK | CANADA | AUSTRALIA | SOUTH AFRICA | UAE | SINGAPORE

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M. Kumar
Principal
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107



Mr. Arjun Sujith Bolar
C/O: Mr. Sujith Kumar Bolar
Passport Number: T7560893
Visa Number: 30135601702
Doha, State of Qatar

Dear Arjun,

We, Mannai Trading Co WLL, hereby offer to provide you training on the following terms and conditions:-

1. Designation : Intern
2. Department/Division : ICT Networking & Telecom
3. Date of Commencement : 15th January 2024
4. Monthly Stipend : Nil
5. Training Period : 6 Months
6. You will receive no terminal benefits upon completion of your training period with the Company.
7. Neither retirement system nor a similar system, nor end of service benefits shall be applied to you.
8. You are not entitled to any damages or compensation in case of work injuries, death or disability.
9. You shall be personally and fully responsible for all costs, expenses and consequences of your actions during the training period granted and no liability shall devolve on the Company on this account.
10. You indemnify the Company from and against any and all actions, proceedings, damages, costs, claims, demands, expenses, losses and other whatsoever which the Company may suffer, incur or sustain on your account after.
11. You undertake that you will not act directly or indirectly in any way detrimental to the interests of the Company.

Page 1 of 2



12. You are not entitled to any remuneration, salary, reward, incentive or wage other than the monthly stipend provided to you in consideration of the training period.
13. You shall not disclose to any third party any information concerning the business of the Company or its parents, affiliates, associate, subsidiaries, agents, representatives or the contents of this training.
14. You shall fully abide by all laws and regulations of the State of Qatar and regulations of the Company and shall solely bear consequences of violating them.
15. Any dispute, controversy or claim arising out of or relating to this training shall exclusively be settled by the competent courts in the State of Qatar without reference to conflict of laws and rules.

Kindly sign and return the duplicate of this letter, acknowledging your acceptance.

For and on behalf of Mannai Trading Company WLL.

Emad Zaid Al-Kilani
Senior General Manager - HR & Admin

I accept the above.

Signed:
Arjun Sujith Bolar

Date: 15/01/2024

I Acknowledge the above

Signed:
Sujith Kumar Bolar

Date: 15/01/2024

*** Private & Confidential ***

Reference: **BB/HR-62/2120/2023/Perm**

Date: 11th Jan 2023

Ms Ashmitha G

6-1-281 7 kushtagi road Javali colony ward no 17, opp Rajarajeshwari Childrens hospital Sindhanur Raichur, Karnataka

Raichur, 584101

Mobile: 8088053652

Email: ashmithaa.19.beec@acharya.ac.in

Subject: Offer Letter

Dear Ashmitha G,

With reference to your assessment, evaluations and subsequent discussions, we are pleased to offer you an appointment with BlueBinaries in Band L1 designated as **Associate Engineer** and you will be allocated your job location at one of BlueBinaries offices across India, as per the requirements on the date and month of your joining.

BlueBinaries' entrepreneurial framework is non-hierarchical and provides associates the ability to perform different roles based on their capability and available opportunities. Distinct career paths and roles have been defined and equivalence established for those playing definitive roles in Practice / Programs / Product groups.

Your Annual CTC will be **3,75,000 (INR Three Lakh Seventy Five Thousand only)**. Please refer **Annexure I** for details on compensation and statutory deductions. Information regarding compensation and benefits plan is strictly confidential and should not be shared with anyone in any manner whatsoever, under Data Security & Protection policy of the company.

You are required to join us on **26th Jun 2023** and the offer stands withdrawn thereafter unless the date is extended or communicated to you in writing. However, your services are liable to be transferred to any of the company offices or subsidiaries or sister concerns in India or Overseas.

On the Day of Joining, you are requested to report at **10:00AM** to complete the joining formalities at **BlueBinaries Engineering and Solutions Pvt. Ltd** at the location informed to you before your date of joining. The location shall be notified to you in advance. At the time of joining, you are expected to carry the hard copy of all the supporting documents mentioned in the Annexure II.

Kindly acknowledge the acceptance of the offer letter latest by **16th Jan 2023**. In case of any further clarifications required on the offer letter, please get in touch with our **Talent Acquisition** team (Email ID: Talent.Acquisition@bluebinaries.com).

We welcome you to BlueBinaries family and look forward to a mutually beneficial and purposeful association.

[Signature]

Page 1

**Employment Terms and Conditions:****Emoluments:**

1. You will receive emoluments / allowances as per the Annexure I.
2. The benefits like Gratuity, Provident Fund and Medical Benefits, for self and family, shall be part of your total compensation.
3. With effect from the date of your employment, you are required to become a member of the company's Staff Provident Fund.

Probation:

1. You will be on probation for a period of **Six Months** from the date of joining and you shall be deemed to be confirmed on successful completion of the probation duration. The company reserves the right to extend or deny your probation and any such extension or denial will be communicated in writing.
2. During the period of probation, either party will be allowed to terminate the contract of employment by giving **One Month** of notice in writing, subject to company's right to pay the salary in lieu thereof or on prorated basis.
3. Employees who do not complete their probation will not be eligible for compensation revision and promotion. Such benefits shall be held back till successful completion of probation.

Deputation & Condition of Hire:

1. Your position with the Company calls for whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with the Company, without written permission from the Company.
2. Though you have been engaged for a specific position, the Company reserves the right to send you on training / deputation / secondment / transfer / assignments to sister companies, associate companies, client's locations or third parties whether in India or abroad. In such case, the terms, and conditions of service applicable to the new assignment will govern you. You shall, only at the request of the Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned / seconded / deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests. As the company will be spending substantial amount of time and money for your deputation / secondment abroad, you will be required to sign a deputation agreement with the company as deemed appropriate. (This agreement will consist, inter alia, of issues like (i) your commitment to complete the project (ii) you're returning to base location after the completion of the project and serving the company for a stipulated period.
3. You will be governed by the Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.

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4. If the company sends you on training including research and development activities or on deputation to other country or a place in India with a view to benefit the company in pursuance of its business objectives, which will be at an additional cost to the company, you agree not to accept employment in a company in competition with BlueBinaries Engineering and Solutions Private Limited and /or undertake a business that is in competition with BlueBinaries Engineering and Solutions Private Limited. In the event you leave the company within 1 year after such training period as mentioned above, the company will be entitled to recover the costs from you, incurred by the company towards such training or deputation.

Confidentiality / Non-Disclosure:

1. So long as you are in the employment of the Company, you will, at all times, observe secrecy and confidentiality and will not divulge, disclose or make known to any unauthorized person within or outside the Company, nor will you unauthorized use any knowledge or information in respect of manufacturing, technical trade or business data (including manufacturing processes, technical know-how, customer information, business plans and like matters) which are necessarily confidential and have come to your knowledge and possession.
2. You will also not remove any such information in any form whatsoever from the Company premises, nor copy or transmit the same unauthorized through any medium including social networking networks/ public sites nor will you grant permission to assist, permit entry to, or in any manner cooperate with any unauthorized person for the purposes of accessing, obtaining, copying, transmitting or removing the above. Even after the cessation of your employment with the Company, you will not use, divulge, disclose or remove in any manner whatsoever confidential information of the type described above of which you were in possession whilst in service to the detriment of the Company.
3. You will also observe all the confidentiality measures which are in existence, or which may be enforced from time to time, as well as directions as to confidentiality marked on any communication, document, electronic data storage device etc. You shall indemnify and hold Company harmless and indemnified against any damage or loss caused to the Company on account of breach of confidentiality on your part. These confidentiality provisions shall survive the separation of your employment with the Company, either by way of retirement or termination or otherwise.
4. In addition to your fulfilling the requirements of secrecy and confidentiality, as specified herein, also during your employment with the Company, you shall not engage in any vocation, training, employment, consultancy, business, transaction, or any other activity, which conflicts with the interests of the Company, in any capacity whatsoever either on your own or in association with any other individual / firm / institute / body corporate, etc., whether for any consideration or not.
5. You must return to the Company, upon request, and in any event, upon termination of your employment, all documents, assets and tangible items which belong to the Company, or which refer to any confidential information and which are in your possession or under your control.
6. You must, if requested by the Company, delete all confidential information from any reusable material and destroy all other documents and tangible items which contain or refer to any confidential information and which are in your possession or under your control.

**Unauthorized Software:**

You shall not install, download, copy, duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.

Leave Policy:

You will be entitled to 'Leaves' as per the existing Leave Policy of the company and as amended from time to time.

Provident Fund

If you are a member of Provident Fund of an establishment covered under the Employees Provident Fund Act, 1952 or the Provident Fund is recognized under the Income Tax Act, 1961 and you have not withdrawn the total accumulation standing to the credit of your account in the Fund Account, you will be entitled to join 'Regional Provident Fund Organization' on receipt of your declaration in Form No 11, Otherwise you will be enrolled as a member of the above Provident Fund from the day of your joining the company.

Medical Benefit Scheme

You will be eligible for the medical benefits in accordance with the existing Company Medical Insurance Scheme as applicable to your band.

Gratuity

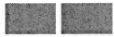
You will be entitled to receive gratuity in accordance with prevailing gratuity rules and the company's scheme as applicable to your band.

Code of Business conduct:

You will be governed by the Code of Business Conduct as is in force from time to time and will be required to demonstrate appropriate behavior towards its adherence and cherish the values propagated by the company

Background Check & references:

Your appointment is contingent upon satisfactory report on the background check conducted by our company's approved agency relating to your employment, education, and work history. In case any information is found to be incorrect, the company can terminate your employment without notice and recover any payments paid or due to be paid that was rightly not payable had the absence of authenticity been known prior to your joining with the company.

**Separation and Termination:**

1. Your terms of employment are subject to termination with Three months of written notice on either side. You shall ensure that all your ongoing activities are successfully completed and handled properly as per the company policy. However, for cause like misconduct, gross negligence, misbehavior, or non-performance, BlueBinaries may terminate your services with immediate notice. The Company shall have the right to suspend you on full pay and benefits pending any investigation into potential dishonesty, gross misconduct, misappropriation, gross negligence, fraud, or other circumstances (if proved) would entitle the Company to dismiss your services summarily.
2. For separation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.
3. Unauthorized absence or absence without permission from duty for a continuous period of 5 consecutive days, would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.
4. Reference check will be made from your previous employers. In case there is any adverse report against you which may be detrimental to the interests of the company or if the information furnished by you is not true, the company reserves the right to terminate your services forthwith (notwithstanding any other provisions) on the grounds of misrepresentation of facts.

Retirement

This agreement automatically stands terminated on the day on which employees reach the age of retirement as per Indian law and for the purpose of determining this, the age recorded with the Company shall be considered as final and conclusive.

Intellectual Property Rights

All intellectual property rights, including but not limited to, Patents, Copyrights, Designs, Trademarks and Semiconductor chips developed by you during work hours or using the Company infrastructure, or while performing or discharging official duties shall be the sole and exclusive property of the Company and the same shall be deemed to be work made for hire. You shall execute/sign such documents for the purpose of assigning such Intellectual property, as and when required by the Company.

The Company reserves the right to proceed legally against you and recover damages, where any such intellectual property is sought to be protected by you independently of the Company.

Jurisdiction

Even though the Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be the courts in India only.

General Information:

1. The Company shall at all times have the right to access and monitor all e-mails created, sent / received or stored by you using Company facility and on Company's system at any time without giving you any prior notification. All such data and information shall always be the property of the company.
2. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever.
3. You shall, on ceasing to be the employee of the Company, forthwith return all Company properties, movable and immovable, including, without limitation, all Company information, files, reports, memoranda, software, credit cards, door and file keys, computer access codes and such other property which you received or in possession or prepared in connection with your employment with the Company.
4. Any joining expenses including relocation expenses, etc. reimbursed or any payment made to you while joining by the Company will be recovered in the event you leave the organization within one years of joining.
5. You will be subject to all applicable laws of the land and all rules, regulations and policies of the Company which may in force from time to time.

Relocation Expenses:

You will be eligible for a reimbursement (against bills) for a max of INR 30,000/- (Rupees Thirty Thousand only) towards relocation of personal effects. The same shall be recovered in case you resign from services of the company within one year from date of joining.

Please return the duplicate of this letter, duly signed, in token of your acceptance of the above-mentioned terms and conditions of the employment, having read the attached Code of Corporate Governance and on joining you will abide by its prescriptive principles.

If the above conditions are not satisfied/fulfilled on or before **16th Jan 2023**, this letter of appointment will become null and void and will stand cancelled.

For BlueBinaries Engineering & Solutions Pvt Ltd.



Shilpa Prasanna

Manager - Talent Acquisition

Acceptance of appointment terms & conditions:

I hereby agree that I have read, understand, and confirm my joining on or before **26th Jun 2023**

Name:

Date:

Signature: 

Place:

Indemnity Bond with Surety:

This Indemnity is made and executed at _____ on this day of _____ by
Mr/Ms/Mrs _____ age _____ S/o Mr _____ a permanent
resident of _____

[hereinafter called "Employee" which expression shall, unless repugnant to the context or meaning thereof, mean and include his heirs, legal representatives, administrators, executors, and assigns] the party of the first part

AND

Mr/Ms/Mrs. _____ age _____ S/o Mr. _____ a permanent
resident of _____ [hereinafter called "Surety" which expression
shall, unless repugnant to the context or meaning thereof, mean and include his heirs, legal
representatives, administrators, executors and assigns] the party of the second part,

IN FAVOUR OF BlueBinaries Engineering and Solution Pvt Ltd, a company incorporated under the Companies Act, 1956 and having its Corporate Office at 5th Floor, Gamma Block, SSPDL Alpha City, Old Mahabalipuram Road, Navallur, Chennai - 603103, Tamilnadu [hereinafter called "BlueBinaries" which expression shall, unless repugnant to the context or meaning thereof, mean and include its successors-in-interest and permitted assigns].

WHEREAS the Employee has been selected for appointment as _____ in _____ in the service of BlueBinaries.

AND WHEREAS an Offer of Appointment containing the terms and conditions of the appointment has already been issued to the Employee vide letter No. dated of BlueBinaries _____.

AND WHEREAS the acceptance of the terms and conditions of the appointment has already been communicated to BlueBinaries on _____ by the Employee.

AND WHEREAS one of the terms and conditions of the appointment is that the Employee shall undergo an initial training programme for a minimum period of 3 months and would be subsequently placed on assignments relating to various projects of BlueBinaries. The Employee shall serve BlueBinaries for a minimum period of twenty-four (24) months from the date of joining of the Employee and execute an indemnity with surety in favour of BlueBinaries.

NOW THIS INDENTURE WITNESSETH as under:

a) In compliance of the aforesaid condition in Offer of Appointment subject to which BlueBinaries has agreed to give appointment to the Employee, the Employee hereby undertakes to undergo the Initial Training Programme as provided by BlueBinaries without any interruption whatsoever and serve BlueBinaries, on its various project s at any location, in India or abroad, for a minimum period of twenty four (24) months from the date of joining.



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- b) The Employee hereby undertakes to devote his/her full time and attention to the business of BlueBinaries with due care, skill and diligence. The Employee further undertakes to use his/her best efforts in the performance of his/her duties and responsibilities and abide by the rules and regulations of BlueBinaries.
- c) The Employee hereby undertakes to honor the commitment made by BlueBinaries to its customer/s for completion of any project/s and further undertakes not to abandon any project before its completion.
- d) The party of the Second Part i.e. _____ agrees to stand as Surety for the due performance of the obligation of the Employee under this agreement of indemnity. In case of breach of the terms of this indemnity by the Employee and failure to indemnify BlueBinaries, the Surety shall be jointly and severally liable to pay the aforesaid amount of INR 300,000/- (Rupees Three lakhs only) to BlueBinaries with an interest at the rate as specified herein below, immediately on demand.
- e) The Employee further agrees and undertakes that in case, he/she commits breach of the above conditions and resigns from or leaves/abandons the service and/or neglects in performance of the duty assigned to him /her leading to termination of his/her service as per rules/regulations, by BlueBinaries, he/she shall pay an amount of INR 300,000 (Rupees Three lakhs only) with the interest thereon @ 15% per annum from the date of breach of the above till the payment thereof, as liquidated damages/cost of training including on the job training, the expenses which BlueBinaries has incurred/may have to incur in recruiting another employee in his/her place, and also on account of business loss suffered/to be suffered by BlueBinaries during intervening period. The employee and surety agree that assessment of liquidated damages as assessed as INR 300,000 (Rupees Three lakhs only) are reasonable, which they both agree to pay jointly and severally, on demand made by BlueBinaries.
- f) Notwithstanding anything contained herein above, furnishing of this indemnity will not create any right in favour of the Employee to continue in the service of BlueBinaries for the aforesaid term of twenty four (24) months, and BlueBinaries shall always have the right to take appropriate action against the Employee as per terms of the appointment letter and/or the rules and regulations of BlueBinaries as applicable, in case of commission of any misconduct by the Employee.
- g) The amount specified above shall constitute a debt owing to BlueBinaries and shall be recoverable from the Employee and the Surety jointly and severally with interest thereon at the rate specified above till the payment thereof.

IN WITNESS whereof, the EMPLOYEE & the SURETY have put their signatures in the presence of the witnesses.

Signed and delivered by the Party of the
first part i.e. the Employee having read
and understood the contents/terms of this Indemnity Bond _____

Signed and delivered by the Party of the
second part i.e. the Surety having read and understood the contents/terms of this Indemnity
Bond _____

1.WITNESS:

NAME & ADDRESS:


2.WITNESS:

NAME & ADDRESS:

[Signature]
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Annexure I: Compensation and Benefits Plan

 Compensation & Benefits Plan		
Name	Ashmitha G	
Designation	Associate Engineer	
Band	L1	
Annual CTC	375000	
Location	Bengaluru	
Components	Monthly (INR)	Annual (INR)
Basic(@30% of the Fixed Pay)	8,512	1,02,146
HRA(@50% of the Basic)	4,256	51,073
Special Allowance	15,606	1,87,268
(A) Total Fixed Pay	28,374	3,40,487
(B) Performance Pay (amount specified is at 100% pay-out)	0	0
Gratuity(4.81% of the Basic Pay)	409	4,913
Medical Insurance Premium	667	8,000
Employer Contribution to PF(12% of the Basic Pay)	1,800	21,600
(C) Statutory & Additional Benefits	2,876	34,513
(A) + (B) + (C) Total Cost to the Company	31,250	3,75,000
Medical Insurance includes for Self, Spouse and up to 2 Children. The Coverage is INR 3 Lakhs for Group Medclaim Policy and also covers INR 20 Lakhs as General Life Insurance.		
Under the 'Flexi Benefits Plan', an employee is eligible to choose a combination of the components mentioned below. Same gets adjusted from the Special Allowance subject to the maximum limit as mentioned against each of one of them. Balance if any shall be paid as taxable amount.		
Food Allowance	INR 2,200/- per month	
Fuel Allowance	INR 1,800/- per month	
Leave Travel Allowance	INR 1,00,000/- per block	

Name:

Date:

Signature:

Place:


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Soldevanahalli, Bellary



Offer: Computer Consultancy
Ref: TCSL/DT20223075997/Bangalore
Date: 29/09/2022

Ms. Chaitra B Mallangouda
Soladevanahalli [P], Bangalore North [Tq], Bangalore. Acharya College,
Acharya College,
Bangalore-560107,
Karnataka.
Tel# -7259881655

Dear Chaitra B Mallangouda,

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 **Engineering & Industrial Services and Internet of Things (EIS & IOT)** 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 &

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VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com

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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.



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 ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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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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.

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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

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

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

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GROSS SALARY SHEET

Annexure 1

Name	Chaitra B Mallangouda
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



16 January, 2024

Chandra Shekhar N
Ranganathapura, Sopanahalli Gate, Nagavalli Post, Hebbur Hobli, Tumkur. 572118

Dear Chandra,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **27 March, 2024.**

(The Company reserves the right to advance / postpone the date of joining.)

1.1. Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1. The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

2.2. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3. You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4. You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.

2.5. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

2.6. You will observe work timings and holidays as applicable to your location and place of work.

TATA ELXSI

Registered Office **Tata Elxsi Limited** ITPB Road Whitefield Bangalore 560 048 India

Tel +91 80 2297 9123 Fax +91 80 2841 1474

www.tataelxsi.com

(CIN: L85110KA1989PLC000968)

Chandra

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engineering creativity



3. Training & Probationary Period:

- 3.1 You will be on training for the first 6 months. During the training period, you will be subject to assessment at various stages and you are expected to meet the minimum acceptable criteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.
- 3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimum acceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditions of this letter shall continue to bind you or as may be amended by the Company from time to time.
- 3.3 Based on your performance, the Company is at liberty to terminate your services, if found unsatisfactory at any time during the Training or probation period, or extended probation period, as it deems necessary.

4. Salary:

- 4.1. During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensation to you.
- 4.2. Compensation structure detailed in the attached annexure is for a posting in **Trivandrum**. The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to you in writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Trivandrum**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

- 6.1. You will be entitled to leave and other benefits in accordance with the rules / policies of the Company.

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7. Other Work:

- 7.1. Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

- 8.1. During the period of training / probation, your services shall be terminable by giving one month's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company, your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.
- 8.2. In the event that you want to terminate your employment with the Company, while on a project at customer's site in India or abroad you will be required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual date of release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum notice of 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.
- 8.3. During the term of your employment with the Company, if the Company decides to enroll you for Training/Development Program abroad, you shall not leave or abandon the services of the Company for the time period set forth in a separate agreement from the date of completion of such Training and Development Program. On completion of such time period, if you wish to leave the services of the Company, you shall be bound to provide prior notice in writing as per the terms of this Employment Agreement / Offer letter.
- 8.4. You will be liable to termination from service by the Company without notice if:
- Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
 - You are found to have willfully suppressed any material information, or,
 - You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
 - You are found to have indulged in financial irregularities; or
 - You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

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9. On Separation:

- 9.1. On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

- 11.1. Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc. shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietary information and technologies, which you were involved with during your service with the Company and shall render yourself liable to damages and costs arising out of breach of such confidentiality.
- 11.2. You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.
- 11.3. **Data Protection Regulation- Personal Data:** You acknowledge and agree that TEL or any of its affiliates or group companies may process your personal data/ sensitive data. You also hereby provide explicit consent to the company to transfer such

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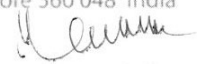
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personal/sensitive data outside the country in which you are employed. TEL will process your personal data in the performance of a contract as your employer, to ensure to meet the employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate interests to carry out background checks as part of our due diligence measures. You hereby give your explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

- 12.1. The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.
- 12.2. Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.
- 12.3. Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

- 13.1. If you conceive any new or advanced methods of improving process / formulae / systems in relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

14. Client Management:

- 14.1. On Termination / Resignation of employment for what-so-ever reasons, you will not seek employment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year from your last working day in the Company. In the event the Company is of the reasonable opinion that you are terminating your employment with the Company to pursue an occupation in violation of this Clause 12, then the Company reserves the right to, at its sole discretion, refuse to accept any letter of termination, by whatever name called, of your employment with the Company. The Company further reserves the right to

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approach a Court of competent jurisdiction and obtain an injunction preventing you from terminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

- 15.1. During the period of employment and for a period of two years following your termination of employment with the Company, irrespective of the circumstances of or reasons of the termination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you may directly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.
- 15.2. During the period of employment and for a period of two years following your termination of employment with the Company, irrespective of the circumstances of or reasons of the termination, you will not, directly or indirectly, solicit, induce or encourage any customer or vendor of the Company to move his/her existing business with the Company to a third party or to terminate his/her business relationship with the Company.

16. Retirement:

- 16.1. You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

- 17.1. You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.
18. You are requested to join us on the date as indicated to you in **clause 1** of this letter ("**Date of Appointment**").

19. Jurisdiction and Dispute resolution:

- 19.1. Any dispute which may at any time hereafter arise between the parties hereto, shall be referred to a single arbitrator to be appointed by the Company Secretary of Tata Elxsi Ltd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary to appoint the arbitrator and refer dispute to arbitration. The decision/award of such an arbitrator shall be binding on the parties hereto. The venue of arbitration shall be Bangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion of all other Courts.

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19.2. You will be required to produce one set of photocopies and the originals of certificates / testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3. Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment**"). By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date:

Signature: _____

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Annexure 1

Annexure to: **Chandra Shekhar N**

Appointment Letter Dated: **16 January, 2024**

Name	Chandra Shekhar N
Level	D
Designation	Engineer
BU	TBU
Location	Trivandrum

	Amount in INR
Basic	15500
House Rent Allowance	7750
Flexible Benefit Plan**	1912
Statutory Bonus *	1400
Monthly Salary	26562

Deferred Benefits (Annualised)

Provident Fund (As per the PF Act 1952)	22320
Gratuity (As per the Gratuity Act 1972)	8947

Annual Gross Salary	350011
----------------------------	---------------

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

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1st April 2024

Letter of Engagement

Dear **Chethan R,**

We are pleased to engage you as an **Engineer** at **24/7 Customer Pvt Ltd**, located at Prestige Tech Platina, Kadubeesanahalli, Marathahalli Outer Ring Road, Bangalore with effect from **8th April 2024**. Your contract will terminate on **7th April 2025** and during its currency will be subject to the following terms and conditions:

1. Accountability:

You will report to the **Assistant Manager**.

2. Working Hours:

You will be required to work eight hours a day (excluding breaks) and forty hours a week for five days a week in any one of the shifts during the day or night. Your duty hours will be fixed from time to time depending upon the exigencies of the business. As and when required by the Management, you shall work beyond the normal working hours and on your weekly off days and holidays, in accordance with the statutory provisions applicable.

3. Remuneration:

You shall be paid **Rs.30,000/- (Rupees Thirty Thousand Only)** gross per month. You shall raise an invoice on 24/7 Customer and submit a clear and approved invoice on the Twenty-First of every month for the services provided from the Twentieth of the previous month till the Twentieth of the current month and 24/7 Customer shall pay the amount of the undisputed invoice within 10(ten) working days from the date of receipt thereof, subject to deduction of applicable taxes.

4. Duties:

You shall perform such duties, observe, and conform to such directions as may be assigned or communicated to you by the Management or such officers who are placed in authority over you.

5. Address:

You will keep us informed of any change in your residential address. In case of your inability to do so, any communication sent at the address available with the Management will be deemed to have been served on you.

6. Transfer:

You have been engaged as an **Engineer** at **Bangalore** but are liable to be transferred at any time from one job to another, from one department to another in the Company. The transfer will not deem to constitute a change in your conditions of service.

7. Leave:

You will be eligible for two days of paid leave per month of service subject to the approval of your immediate supervisor. Un-utilized leaves can be carried forward up to the last month of the contract period however it's not cashable.

8. Service Rules:

You shall abide by and be bound by the Company's policies as may be updated from time to time.

24/7 Customer Pvt. Ltd., Prestige Tech Platina -2, Survey Nos. 32/1, 32/2, 34/1, 34/2, 34/3, 34/4, Kadubeesanahalli Village, Varthur Hobli, Outer Ring Road between Sarjapur and Marathahalli, Bangalore 560087, India | Tel. 080 79427247 | www.247.ai


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9. Undertaking and NDA:

You will be required to execute an Undertaking and a NDA on joining, as part of the terms and conditions of your engagement with the company.

10. Other Terms & Conditions:

- a) You will not engage yourself directly or indirectly either on honorary or on remuneration in any services, trade, business vocation or occupation or in any other official capacity outside the company unless expressly permitted by the company.
- b) This engagement may be terminated for convenience by either side with 15 days' notice in writing to the other.
- c) If at any time during the engagement you are found guilty of misconduct, theft, fraud or any willful breach or continuous negligence of the terms of this appointment letter or on account of dereliction of duties and/or instructions given to you from time to time, or if any information furnished by you to the company proves to be false or if you are found to have willfully suppressed or concealed any material information, or if you have not performed to expected levels, the Company may terminate your engagement without the liability of paying any notice period pay.
- d) In the event that we find your performance matching our standards, we may at our sole discretion either extend the period of the engagement or subject to positions being available and other approvals being in order, make an offer for employment with 24/7 Customer.

Breach of terms and conditions contained herein shall be considered a breach of the terms and conditions of your contractual engagement and as misconduct on your part and may result in termination of your services by the Company, without notice or pay in lieu thereof.

If the foregoing correctly records the understanding between us, please sign and return one copy hereof as an acknowledgment for our records.

Kindly sign and return to us a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment.

We wish you a long and fruitful association with 24/7 Customers.

Sincerely,
For **24/7 Customer Pvt Ltd**
Susmita Malik
Vice President – Human Resource

I have read, understood, and agree to the terms and conditions set forth in this appointment letter.
Signature: _____

Name:
Date:
Location:



Offer: Computer Consultancy
Ref: TCSL/DT20223151242/Bangalore
Date: 29/09/2022

Mr. Divyaraj Singh
Smq 630/5 Air Force Station Jaisalmer - Rajasthan,
Air Force Station Jaisalmer,
Jaisalmer-345001,
Rajasthan.
Tel# -9157439982

Dear Divyaraj Singh,

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 **Engineering & Industrial Services and Internet of Things (EIS & IOT)** 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 &

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 071
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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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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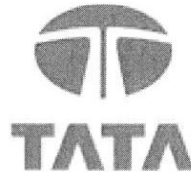
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PERFORMANCE PAY

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 ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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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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.

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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

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

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

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GROSS SALARY SHEET

Annexure 1

Name	Divyaraj Singh
Designation	Assistant System Engineer-Trainee
Institute Name	Acharya Institute Of Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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TCSL/DT20223151242

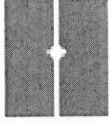
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TATA CONSULTANCY SERVICES

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

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Soldevanahalli Bangalore-560 075



*** Private & Confidential ***

Reference: **BB/HR-62/2122/2023/Perm**

Date: 11th Jan 2023

Ms Jayashree J

10A 8th cross muneshwara block near ramkysubham apt, Devinagar, Bangalore

Bangalore, 560094

Mobile: 9972611808

Email: jayaj.19.beec@acharya.ac.in

Subject: Offer Letter

Dear Jayashree J,

With reference to your assessment, evaluations and subsequent discussions, we are pleased to offer you an appointment with BlueBinaries in Band L1 designated as **Associate Engineer** and you will be allocated your job location at one of BlueBinaries offices across India, as per the requirements on the date and month of your joining.

BlueBinaries' entrepreneurial framework is non-hierarchical and provides associates the ability to perform different roles based on their capability and available opportunities. Distinct career paths and roles have been defined and equivalence established for those playing definitive roles in Practice / Programs / Product groups.

Your Annual CTC will be **3,75,000 (INR Three Lakh Seventy Five Thousand only)**. Please refer **Annexure I** for details on compensation and statutory deductions. Information regarding compensation and benefits plan is strictly confidential and should not be shared with anyone in any manner whatsoever, under Data Security & Protection policy of the company.

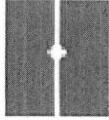
You are required to join us on **26th Jun 2023** and the offer stands withdrawn thereafter unless the date is extended or communicated to you in writing. However, your services are liable to be transferred to any of the company offices or subsidiaries or sister concerns in India or Overseas.

On the Day of joining, you are requested to report at **10:00AM** to complete the joining formalities at **BlueBinaries Engineering and Solutions Pvt. Ltd** at the location informed to you before your date of joining. The location shall be notified to you in advance. At the time of joining, you are expected to carry the hard copy of all the supporting documents mentioned in the Annexure II.

Kindly acknowledge the acceptance of the offer letter latest by **16th Jan 2023**. In case of any further clarifications required on the offer letter, please get in touch with our **Talent Acquisition** team (Email ID: Talent.Acquisition@bluebinaries.com).

We welcome you to BlueBinaries family and look forward to a mutually beneficial and purposeful association.

Page 1



Employment Terms and Conditions:

Emoluments:

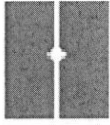
1. You will receive emoluments / allowances as per the Annexure I.
2. The benefits like Gratuity, Provident Fund and Medical Benefits, for self and family, shall be part of your total compensation.
3. With effect from the date of your employment, you are required to become a member of the company's Staff Provident Fund.

Probation:

1. You will be on probation for a period of **Six Months** from the date of joining and you shall be deemed to be confirmed on successful completion of the probation duration. The company reserves the right to extend or deny your probation and any such extension or denial will be communicated in writing.
2. During the period of probation, either party will be allowed to terminate the contract of employment by giving **One Month** of notice in writing, subject to company's right to pay the salary in lieu thereof or on prorata basis.
3. Employees who do not complete their probation will not be eligible for compensation revision and promotion. Such benefits shall be held back till successful completion of probation.

Deputation & Condition of Hire:

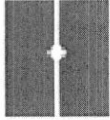
1. Your position with the Company calls for whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with the Company, without written permission from the Company.
2. Though you have been engaged for a specific position, the Company reserves the right to send you on training / deputation / secondment / transfer / assignments to sister companies, associate companies, client's locations or third parties whether in India or abroad. In such case, the terms, and conditions of service applicable to the new assignment will govern you. You shall, only at the request of the Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned / seconded / deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests. As the company will be spending substantial amount of time and money for your deputation / secondment abroad, you will be required to sign a deputation agreement with the company as deemed appropriate. (This agreement will consist, inter alia, of issues like (i) your commitment to complete the project (ii) you're returning to base location after the completion of the project and serving the company for a stipulated period.
3. You will be governed by the Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.



4. If the company sends you on training including research and development activities or on deputation to other country or a place in India with a view to benefit the company in pursuance of its business objectives, which will be at an additional cost to the company, you agree not to accept employment in a company in competition with BlueBinaries Engineering and Solutions Private Limited and /or undertake a business that is in competition with BlueBinaries Engineering and Solutions Private Limited. In the event you leave the company within 1 year after such training period as mentioned above, the company will be entitled to recover the costs from you, incurred by the company towards such training or deputation.

Confidentiality / Non-Disclosure:

1. So long as you are in the employment of the Company, you will, at all times, observe secrecy and confidentiality and will not divulge, disclose or make known to any unauthorized person within or outside the Company, nor will you unauthorized use any knowledge or information in respect of manufacturing, technical trade or business data (including manufacturing processes, technical know-how, customer information, business plans and like matters) which are necessarily confidential and have come to your knowledge and possession.
2. You will also not remove any such information in any form whatsoever from the Company premises, nor copy or transmit the same unauthorized through any medium including social networking networks/ public sites nor will you grant permission to assist, permit entry to, or in any manner cooperate with any unauthorized person for the purposes of accessing, obtaining, copying, transmitting or removing the above. Even after the cessation of your employment with the Company, you will not use, divulge, disclose or remove in any manner whatsoever confidential information of the type described above of which you were in possession whilst in service to the detriment of the Company.
3. You will also observe all the confidentiality measures which are in existence, or which may be enforced from time to time, as well as directions as to confidentiality marked on any communication, document, electronic data storage device etc. You shall indemnify and hold Company harmless and indemnified against any damage or loss caused to the Company on account of breach of confidentiality on your part. These confidentiality provisions shall survive the separation of your employment with the Company, either by way of retirement or termination or otherwise.
4. In addition to your fulfilling the requirements of secrecy and confidentiality, as specified herein, also during your employment with the Company, you shall not engage in any vocation, training, employment, consultancy, business, transaction, or any other activity, which conflicts with the interests of the Company, in any capacity whatsoever either on your own or in association with any other individual / firm / institute / body corporate, etc., whether for any consideration or not.
5. You must return to the Company, upon request, and in any event, upon termination of your employment, all documents, assets and tangible items which belong to the Company, or which refer to any confidential information and which are in your possession or under your control.
6. You must, if requested by the Company, delete all confidential information from any reusable material and destroy all other documents and tangible items which contain or refer to any confidential information and which are in your possession or under your control.

**Unauthorized Software:**

You shall not install, download, copy, duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.

Leave Policy:

You will be entitled to 'Leaves' as per the existing Leave Policy of the company and as amended from time to time.

Provident Fund

If you are a member of Provident Fund of an establishment covered under the Employees Provident Fund Act, 1952 or the Provident Fund is recognized under the Income Tax Act, 1961 and you have not withdrawn the total accumulation standing to the credit of your account in the Fund Account, you will be entitled to join 'Regional Provident Fund Organization' on receipt of your declaration in Form No 11, Otherwise you will be enrolled as a member of the above Provident Fund from the day of your joining the company.

Medical Benefit Scheme

You will be eligible for the medical benefits in accordance with the existing Company Medical Insurance Scheme as applicable to your band.

Gratuity

You will be entitled to receive gratuity in accordance with prevailing gratuity rules and the company's scheme as applicable to your band.

Code of Business conduct:

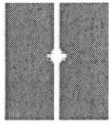
You will be governed by the Code of Business Conduct as is in force from time to time and will be required to demonstrate appropriate behavior towards its adherence and cherish the values propagated by the company

Background Check & references:

Your appointment is contingent upon satisfactory report on the background check conducted by our company's approved agency relating to your employment, education, and work history. In case any information is found to be incorrect, the company can terminate your employment without notice and recover any payments paid or due to be paid that was rightly not payable had the absence of authenticity been known prior to your joining with the company.


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Page 4



Separation and Termination:

1. Your terms of employment are subject to termination with Three months of written notice on either side. You shall ensure that all your ongoing activities are successfully completed and handled properly as per the company policy. However, for cause like misconduct, gross negligence, misbehavior, or non-performance, BlueBinaries may terminate your services with immediate notice. The Company shall have the right to suspend you on full pay and benefits pending any investigation into potential dishonesty, gross misconduct, misappropriation, gross negligence, fraud, or other circumstances (if proved) would entitle the Company to dismiss your services summarily.
2. For separation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.
3. Unauthorized absence or absence without permission from duty for a continuous period of 5 consecutive days, would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.
4. Reference check will be made from your previous employers. In case there is any adverse report against you which may be detrimental to the interests of the company or if the information furnished by you is not true, the company reserves the right to terminate your services forthwith (notwithstanding any other provisions) on the grounds of misrepresentation of facts.

Retirement

This agreement automatically stands terminated on the day on which employees reach the age of retirement as per Indian law and for the purpose of determining this, the age recorded with the Company shall be considered as final and conclusive.

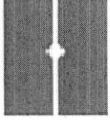
Intellectual Property Rights

All intellectual property rights, including but not limited to, Patents, Copyrights, Designs, Trademarks and Semiconductor chips developed by you during work hours or using the Company infrastructure, or while performing or discharging official duties shall be the sole and exclusive property of the Company and the same shall be deemed to be work made for hire. You shall execute/sign such documents for the purpose of assigning such Intellectual property, as and when required by the Company.

The Company reserves the right to proceed legally against you and recover damages, where any such intellectual property is sought to be protected by you independently of the Company.

Jurisdiction

Even though the Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be the courts in India only.



General Information:

1. The Company shall at all times have the right to access and monitor all e-mails created, sent / received or stored by you using Company facility and on Company's system at any time without giving you any prior notification. All such data and information shall always be the property of the company.
2. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever.
3. You shall, on ceasing to be the employee of the Company, forthwith return all Company properties, movable and immovable, including, without limitation, all Company information, files, reports, memoranda, software, credit cards, door and file keys, computer access codes and such other property which you received or in possession or prepared in connection with your employment with the Company.
4. Any joining expenses including relocation expenses, etc. reimbursed or any payment made to you while joining by the Company will be recovered in the event you leave the organization within one years of joining.
5. You will be subject to all applicable laws of the land and all rules, regulations and policies of the Company which may in force from time to time.

Relocation Expenses:

You will be eligible for a reimbursement (against bills) for a max of INR 30,000/- (Rupees Thirty Thousand only) towards relocation of personal effects. The same shall be recovered in case you resign from services of the company within one year from date of joining.

Please return the duplicate of this letter, duly signed, in token of your acceptance of the above-mentioned terms and conditions of the employment, having read the attached Code of Corporate Governance and on joining you will abide by its prescriptive principles.

If the above conditions are not satisfied/fulfilled on or before **16th Jan 2023**, this letter of appointment will become null and void and will stand cancelled.

For BlueBinaries Engineering & Solutions Pvt Ltd.

Shilpa Prasanna

Manager - Talent Acquisition

Acceptance of appointment terms & conditions:

I hereby agree that I have read, understand, and confirm my joining on or before **26th Jun 2023**

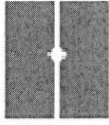
Name:

Date:


Signature:

Place:

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Annexure I: Compensation and Benefits Plan

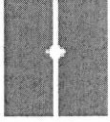
 Compensation & Benefits Plan		
Name	Jayashree J	
Designation	Associate Engineer	
Band	L1	
Annual CTC	375000	
Location	Bengaluru	
Components	Monthly (INR)	Annual (INR)
Basic(@30% of the Fixed Pay)	8,512	1,02,146
HRA(@50% of the Basic)	4,256	51,073
Special Allowance	15,606	1,87,268
(A) Total Fixed Pay	28,374	3,40,487
(B) Performance Pay (amount specified is at 100% pay-out)	0	0
Gratuity(4.81% of the Basic Pay)	409	4,913
Medical Insurance Premium	667	8,000
Employer Contribution to PF(12% of the Basic Pay)	1,800	21,600
(C) Statutory & Additional Benefits	2,876	34,513
(A) + (B) + (C) Total Cost to the Company	31,250	3,75,000
Medical Insurance includes for Self, Spouse and up to 2 Children. The Coverage is INR 3 Lakhs for Group Medclaim Policy and also covers INR 20 Lakhs as General Life Insurance.		
Under the 'Flexi Benefits Plan', an employee is eligible to choose a combination of the components mentioned below. Same gets adjusted from the Special Allowance subject to the maximum limit as mentioned against each of one of them. Balance if any shall be paid as taxable amount.		
Food Allowance	INR 2,200/- per month	
Fuel Allowance	INR 1,800/- per month	
Leave Travel Allowance	INR 1,00,000/- per block	

Name:

Date:

Signature:

Place:



*** Private & Confidential ***

Reference: **BB/HR-62/2127/2023/Perm**

Date: **11th Jan 2023**

Ms Keerthi H S

Hunase halli post, Hunase halli Sira taluk, , Tumkur, Karnataka

Tumkur, 572139

Mobile: 9008993861

Email: keerthis.19.beec@acharya.ac.in

Subject: Offer Letter

Dear Keerthi H S,

With reference to your assessment, evaluations and subsequent discussions, we are pleased to offer you an appointment with BlueBinaries in Band L1 designated as **Associate Engineer** and you will be allocated your job location at one of BlueBinaries offices across India, as per the requirements on the date and month of your joining.

BlueBinaries' entrepreneurial framework is non-hierarchical and provides associates the ability to perform different roles based on their capability and available opportunities. Distinct career paths and roles have been defined and equivalence established for those playing definitive roles in Practice / Programs / Product groups.

Your Annual CTC will be **3,75,000 (INR Three Lakh Seventy Five Thousand only)**. Please refer **Annexure I** for details on compensation and statutory deductions. Information regarding compensation and benefits plan is strictly confidential and should not be shared with anyone in any manner whatsoever, under Data Security & Protection policy of the company.

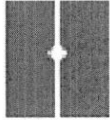
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On the Day of Joining, you are requested to report at **10:00AM** to complete the joining formalities at **BlueBinaries Engineering and Solutions Pvt. Ltd** at the location informed to you before your date of joining. The location shall be notified to you in advance. At the time of joining, you are expected to carry the hard copy of all the supporting documents mentioned in the Annexure II.

Kindly acknowledge the acceptance of the offer letter latest by **16th Jan 2023**. In case of any further clarifications required on the offer letter, please get in touch with our **Talent Acquisition** team (Email ID: Talent.Acquisition@bluebinaries.com).

We welcome you to BlueBinaries family and look forward to a mutually beneficial and purposeful association.

Page 1



Employment Terms and Conditions:

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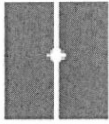
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3. With effect from the date of your employment, you are required to become a member of the company's Staff Provident Fund.

Probation:

1. You will be on probation for a period of **Six Months** from the date of joining and you shall be deemed to be confirmed on successful completion of the probation duration. The company reserves the right to extend or deny your probation and any such extension or denial will be communicated in writing.
2. During the period of probation, either party will be allowed to terminate the contract of employment by giving **One Month** of notice in writing, subject to company's right to pay the salary in lieu thereof or on prorated basis.
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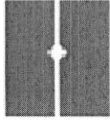
1. Your position with the Company calls for whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with the Company, without written permission from the Company.
2. Though you have been engaged for a specific position, the Company reserves the right to send you on training / deputation / secondment / transfer / assignments to sister companies, associate companies, client's locations or third parties whether in India or abroad. In such case, the terms, and conditions of service applicable to the new assignment will govern you. You shall, only at the request of the Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned / seconded / deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests. As the company will be spending substantial amount of time and money for your deputation / secondment abroad, you will be required to sign a deputation agreement with the company as deemed appropriate. (This agreement will consist, inter alia, of issues like (i) your commitment to complete the project (ii) you're returning to base location after the completion of the project and serving the company for a stipulated period.
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2. You will also not remove any such information in any form whatsoever from the Company premises, nor copy or transmit the same unauthorized through any medium including social networking networks/ public sites nor will you grant permission to assist, permit entry to, or in any manner cooperate with any unauthorized person for the purposes of accessing, obtaining, copying, transmitting or removing the above. Even after the cessation of your employment with the Company, you will not use, divulge, disclose or remove in any manner whatsoever confidential information of the type described above of which you were in possession whilst in service to the detriment of the Company.
3. You will also observe all the confidentiality measures which are in existence, or which may be enforced from time to time, as well as directions as to confidentiality marked on any communication, document, electronic data storage device etc. You shall indemnify and hold Company harmless and indemnified against any damage or loss caused to the Company on account of breach of confidentiality on your part. These confidentiality provisions shall survive the separation of your employment with the Company, either by way of retirement or termination or otherwise.
4. In addition to your fulfilling the requirements of secrecy and confidentiality, as specified herein, also during your employment with the Company, you shall not engage in any vocation, training, employment, consultancy, business, transaction, or any other activity, which conflicts with the interests of the Company, in any capacity whatsoever either on your own or in association with any other individual / firm / institute / body corporate, etc., whether for any consideration or not.
5. You must return to the Company, upon request, and in any event, upon termination of your employment, all documents, assets and tangible items which belong to the Company, or which refer to any confidential information and which are in your possession or under your control.
6. You must, if requested by the Company, delete all confidential information from any reusable material and destroy all other documents and tangible items which contain or refer to any confidential information and which are in your possession or under your control.

**Unauthorized Software:**

You shall not install, download, copy, duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.

Leave Policy:

You will be entitled to 'Leaves' as per the existing Leave Policy of the company and as amended from time to time.

Provident Fund

If you are a member of Provident Fund of an establishment covered under the Employees Provident Fund Act, 1952 or the Provident Fund is recognized under the Income Tax Act, 1961 and you have not withdrawn the total accumulation standing to the credit of your account in the Fund Account, you will be entitled to join 'Regional Provident Fund Organization' on receipt of your declaration in Form No 11, Otherwise you will be enrolled as a member of the above Provident Fund from the day of your joining the company.

Medical Benefit Scheme

You will be eligible for the medical benefits in accordance with the existing Company Medical Insurance Scheme as applicable to your band.

Gratuity

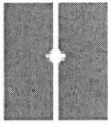
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Separation and Termination:

1. Your terms of employment are subject to termination with Three months of written notice on either side. You shall ensure that all your ongoing activities are successfully completed and handled properly as per the company policy. However, for cause like misconduct, gross negligence, misbehavior, or non-performance, BlueBinaries may terminate your services with immediate notice. The Company shall have the right to suspend you on full pay and benefits pending any investigation into potential dishonesty, gross misconduct, misappropriation, gross negligence, fraud, or other circumstances (if proved) would entitle the Company to dismiss your services summarily.
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4. Reference check will be made from your previous employers. In case there is any adverse report against you which may be detrimental to the interests of the company or if the information furnished by you is not true, the company reserves the right to terminate your services forthwith (notwithstanding any other provisions) on the grounds of misrepresentation of facts.

Retirement

This agreement automatically stands terminated on the day on which employees reach the age of retirement as per Indian law and for the purpose of determining this, the age recorded with the Company shall be considered as final and conclusive.

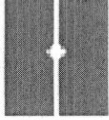
Intellectual Property Rights

All intellectual property rights, including but not limited to, Patents, Copyrights, Designs, Trademarks and Semiconductor chips developed by you during work hours or using the Company infrastructure, or while performing or discharging official duties shall be the sole and exclusive property of the Company and the same shall be deemed to be work made for hire. You shall execute/sign such documents for the purpose of assigning such Intellectual property, as and when required by the Company.

The Company reserves the right to proceed legally against you and recover damages, where any such intellectual property is sought to be protected by you independently of the Company.

Jurisdiction

Even though the Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be the courts in India only.



General Information:

1. The Company shall at all times have the right to access and monitor all e-mails created, sent / received or stored by you using Company facility and on Company's system at any time without giving you any prior notification. All such data and information shall always be the property of the company.
2. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever.
3. You shall, on ceasing to be the employee of the Company, forthwith return all Company properties, movable and immovable, including, without limitation, all Company information, files, reports, memoranda, software, credit cards, door and file keys, computer access codes and such other property which you received or in possession or prepared in connection with your employment with the Company.
4. Any joining expenses including relocation expenses, etc. reimbursed or any payment made to you while joining by the Company will be recovered in the event you leave the organization within one years of joining.
5. You will be subject to all applicable laws of the land and all rules, regulations and policies of the Company which may in force from time to time.

Relocation Expenses:

You will be eligible for a reimbursement (against bills) for a max of INR 30,000/- (Rupees Thirty Thousand only) towards relocation of personal effects. The same shall be recovered in case you resign from services of the company within one year from date of joining.

Please return the duplicate of this letter, duly signed, in token of your acceptance of the above-mentioned terms and conditions of the employment, having read the attached Code of Corporate Governance and on joining you will abide by its prescriptive principles.

If the above conditions are not satisfied/fulfilled on or before **16th Jan 2023**, this letter of appointment will become null and void and will stand cancelled.

For BlueBinaries Engineering & Solutions Pvt Ltd.

Shilpa Prasanna

Manager - Talent Acquisition

Acceptance of appointment terms & conditions:

I hereby agree that I have read, understand, and confirm my joining on or before **26th Jun 2023**

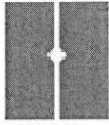
Name:

Date:


Signature:

Place:

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Annexure I: Compensation and Benefits Plan

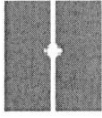
 Compensation & Benefits Plan		
Name	Keerthi H S	
Designation	Associate Engineer	
Band	L1	
Annual CTC	375000	
Location	Bengaluru	
Components	Monthly (INR)	Annual (INR)
Basic(@30% of the Fixed Pay)	8,512	1,02,146
HRA(@50% of the Basic)	4,256	51,073
Special Allowance	15,606	1,87,268
(A) Total Fixed Pay	28,374	3,40,487
(B) Performance Pay (amount specified is at 100% pay-out)	0	0
Gratuity(4.81% of the Basic Pay)	409	4,913
Medical Insurance Premium	667	8,000
Employer Contribution to PF(12% of the Basic Pay)	1,800	21,600
(C) Statutory & Additional Benefits	2,876	34,513
(A) + (B) + (C) Total Cost to the Company	31,250	3,75,000
Medical Insurance includes for Self, Spouse and up to 2 Children. The Coverage is INR 3 Lakhs for Group Medclaim Policy and also covers INR 20 Lakhs as General Life Insurance.		
Under the 'Flexi Benefits Plan', an employee is eligible to choose a combination of the components mentioned below. Same gets adjusted from the Special Allowance subject to the maximum limit as mentioned against each of one of them. Balance if any shall be paid as taxable amount.		
Food Allowance	INR 2,200/- per month	
Fuel Allowance	INR 1,800/- per month	
Leave Travel Allowance	INR 1,00,000/- per block	

Name:

Date:

Signature:

Place:



*** Private & Confidential ***

Reference: **BB/HR-62/2123/2023/Perm**

Date: **14th Jun 2023**

Mr Kiran S

#9 5th cross shanthi Nagara Acharya College Main Road , Chikkabanavara, Bangalore

Bangalore , 560090

Mobile: 7892771570

Email: kirans.20.beec@acharya.ac.in

Subject: Offer Letter

Dear Kiran S,

With reference to your assessment, evaluations and subsequent discussions, we are pleased to offer you an appointment with BlueBinaries in Band L1 designated as **Associate Engineer** and you will be allocated your job location at one of BlueBinaries offices across India, as per the requirements on the date and month of your joining.

BlueBinaries' entrepreneurial framework is non-hierarchical and provides associates the ability to perform different roles based on their capability and available opportunities. Distinct career paths and roles have been defined and equivalence established for those playing definitive roles in Practice / Programs / Product groups.

Your Annual CTC will be **3,75,000 (INR Three Lakh Seventy Five Thousand only)**. Please refer **Annexure I** for details on compensation and statutory deductions. Information regarding compensation and benefits plan is strictly confidential and should not be shared with anyone in any manner whatsoever, under Data Security & Protection policy of the company.

You are required to join us on **25th Sep 2023** and the offer stands withdrawn thereafter unless the date is extended or communicated to you in writing. However, your services are liable to be transferred to any of the company offices or subsidiaries or sister concerns in India or Overseas.

On the Day of Joining, you are requested to report at **10:00AM** to complete the joining formalities at **BlueBinaries Engineering and Solutions Pvt. Ltd** at the location informed to you before your date of joining. The location shall be notified to you in advance. At the time of joining, you are expected to carry the hard copy of all the supporting documents mentioned in the Annexure II.

Kindly acknowledge the acceptance of the offer letter latest by **19th Jun 2023**. In case of any further clarifications required on the offer letter, please get in touch with our **Talent Acquisition** team (Email ID: Talent.Acquisition@bluebinaries.com).

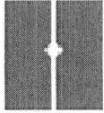
We welcome you to BlueBinaries family and look forward to a mutually beneficial and purposeful association.

Page 1

Chennai - SSPDL Alpha City, OMR, Navalur, Tamilnadu - 603103 | Bengaluru - NeilRao Towers, Whitefield, Karnataka - 560066 | Pune - Pesh Infotech, Hinjewadi, Maharashtra - 411057
Thiruvananthapuram - B-HUB, Mar Ivanios Vidyanagar, Kerala - 695015 | Germany - Ingolstädter Strasse 22, 80807 München
United Kingdom - Collaborate, Steward House, Woking, GU21 6ET | USA - 1 Cragwood Rd, South Plainfield, New Jersey - 07080

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Soldevanahalli Bangalore-560 107



Employment Terms and Conditions:

Emoluments:

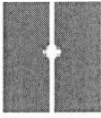
1. You will receive emoluments / allowances as per the Annexure I.
2. The benefits like Gratuity, Provident Fund and Medical Benefits, for self and family, shall be part of your total compensation.
3. With effect from the date of your employment, you are required to become a member of the company's Staff Provident Fund.

Probation:

1. You will be on probation for a period of **Six Months** from the date of joining and you shall be deemed to be confirmed on successful completion of the probation duration. The company reserves the right to extend or deny your probation and any such extension or denial will be communicated in writing.
2. During the period of probation, either party will be allowed to terminate the contract of employment by giving **One Month** of notice in writing, subject to company's right to pay the salary in lieu thereof or on prorated basis.
3. Employees who do not complete their probation will not be eligible for compensation revision and promotion. Such benefits shall be held back till successful completion of probation.

Deputation & Condition of Hire:

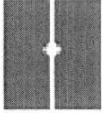
1. Your position with the Company calls for whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with the Company, without written permission from the Company.
2. Though you have been engaged for a specific position, the Company reserves the right to send you on training / deputation / secondment / transfer / assignments to sister companies, associate companies, client's locations or third parties whether in India or abroad. In such case, the terms, and conditions of service applicable to the new assignment will govern you. You shall, only at the request of the Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned / seconded / deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests. As the company will be spending substantial amount of time and money for your deputation / secondment abroad, you will be required to sign a deputation agreement with the company as deemed appropriate. (This agreement will consist, inter alia, of issues like (i) your commitment to complete the project (ii) you're returning to base location after the completion of the project and serving the company for a stipulated period.
3. You will be governed by the Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.



4. If the company sends you on training including research and development activities or on deputation to other country or a place in India with a view to benefit the company in pursuance of its business objectives, which will be at an additional cost to the company, you agree not to accept employment in a company in competition with BlueBinaries Engineering and Solutions Private Limited and /or undertake a business that is in competition with BlueBinaries Engineering and Solutions Private Limited. In the event you leave the company within 1 year after such training period as mentioned above, the company will be entitled to recover the costs from you, incurred by the company towards such training or deputation.

Confidentiality / Non-Disclosure:

1. So long as you are in the employment of the Company, you will, at all times, observe secrecy and confidentiality and will not divulge, disclose or make known to any unauthorized person within or outside the Company, nor will you unauthorized use any knowledge or information in respect of manufacturing, technical trade or business data (including manufacturing processes, technical know-how, customer information, business plans and like matters) which are necessarily confidential and have come to your knowledge and possession.
2. You will also not remove any such information in any form whatsoever from the Company premises, nor copy or transmit the same unauthorized through any medium including social networking networks/ public sites nor will you grant permission to assist, permit entry to, or in any manner cooperate with any unauthorized person for the purposes of accessing, obtaining, copying, transmitting or removing the above. Even after the cessation of your employment with the Company, you will not use, divulge, disclose or remove in any manner whatsoever confidential information of the type described above of which you were in possession whilst in service to the detriment of the Company.
3. You will also observe all the confidentiality measures which are in existence, or which may be enforced from time to time, as well as directions as to confidentiality marked on any communication, document, electronic data storage device etc. You shall indemnify and hold Company harmless and indemnified against any damage or loss caused to the Company on account of breach of confidentiality on your part. These confidentiality provisions shall survive the separation of your employment with the Company, either by way of retirement or termination or otherwise.
4. In addition to your fulfilling the requirements of secrecy and confidentiality, as specified herein, also during your employment with the Company, you shall not engage in any vocation, training, employment, consultancy, business, transaction, or any other activity, which conflicts with the interests of the Company, in any capacity whatsoever either on your own or in association with any other individual / firm / institute / body corporate, etc., whether for any consideration or not.
5. You must return to the Company, upon request, and in any event, upon termination of your employment, all documents, assets and tangible items which belong to the Company, or which refer to any confidential information and which are in your possession or under your control.
6. You must, if requested by the Company, delete all confidential information from any reusable material and destroy all other documents and tangible items which contain or refer to any confidential information and which are in your possession or under your control.

**Unauthorized Software:**

You shall not install, download, copy, duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.

Leave Policy:

You will be entitled to 'Leaves' as per the existing Leave Policy of the company and as amended from time to time.

Provident Fund

If you are a member of Provident Fund of an establishment covered under the Employees Provident Fund Act, 1952 or the Provident Fund is recognized under the Income Tax Act, 1961 and you have not withdrawn the total accumulation standing to the credit of your account in the Fund Account, you will be entitled to join 'Regional Provident Fund Organization' on receipt of your declaration in Form No 11, Otherwise you will be enrolled as a member of the above Provident Fund from the day of your joining the company.

Medical Benefit Scheme

You will be eligible for the medical benefits in accordance with the existing Company Medical Insurance Scheme as applicable to your band.

Gratuity

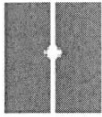
You will be entitled to receive gratuity in accordance with prevailing gratuity rules and the company's scheme as applicable to your band.

Code of Business conduct:

You will be governed by the Code of Business Conduct as is in force from time to time and will be required to demonstrate appropriate behavior towards its adherence and cherish the values propagated by the company

Background Check & references:

Your appointment is contingent upon satisfactory report on the background check conducted by our company's approved agency relating to your employment, education, and work history. In case any information is found to be incorrect, the company can terminate your employment without notice and recover any payments paid or due to be paid that was rightly not payable had the absence of authenticity been known prior to your joining with the company.



Separation and Termination:

1. Your terms of employment are subject to termination with Three months of written notice on either side. You shall ensure that all your ongoing activities are successfully completed and handled properly as per the company policy. However, for cause like misconduct, gross negligence, misbehavior, or non-performance, BlueBinaries may terminate your services with immediate notice. The Company shall have the right to suspend you on full pay and benefits pending any investigation into potential dishonesty, gross misconduct, misappropriation, gross negligence, fraud, or other circumstances (if proved) would entitle the Company to dismiss your services summarily.
2. For separation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.
3. Unauthorized absence or absence without permission from duty for a continuous period of 5 consecutive days, would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.
4. Reference check will be made from your previous employers. In case there is any adverse report against you which may be detrimental to the interests of the company or if the information furnished by you is not true, the company reserves the right to terminate your services forthwith (notwithstanding any other provisions) on the grounds of misrepresentation of facts.

Retirement

This agreement automatically stands terminated on the day on which employees reach the age of retirement as per Indian law and for the purpose of determining this, the age recorded with the Company shall be considered as final and conclusive.

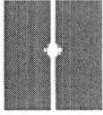
Intellectual Property Rights

All intellectual property rights, including but not limited to, Patents, Copyrights, Designs, Trademarks and Semiconductor chips developed by you during work hours or using the Company infrastructure, or while performing or discharging official duties shall be the sole and exclusive property of the Company and the same shall be deemed to be work made for hire. You shall execute/sign such documents for the purpose of assigning such Intellectual property, as and when required by the Company.

The Company reserves the right to proceed legally against you and recover damages, where any such intellectual property is sought to be protected by you independently of the Company.

Jurisdiction

Even though the Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be the courts in India only.



General Information:

1. The Company shall at all times have the right to access and monitor all e-mails created, sent / received or stored by you using Company facility and on Company's system at any time without giving you any prior notification. All such data and information shall always be the property of the company.
2. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever.
3. You shall, on ceasing to be the employee of the Company, forthwith return all Company properties, movable and immovable, including, without limitation, all Company information, files, reports, memoranda, software, credit cards, door and file keys, computer access codes and such other property which you received or in possession or prepared in connection with your employment with the Company.
4. Any joining expenses including relocation expenses, etc. reimbursed or any payment made to you while joining by the Company will be recovered in the event you leave the organization within one years of joining.
5. You will be subject to all applicable laws of the land and all rules, regulations and policies of the Company which may in force from time to time.

Relocation Expenses:

You will be eligible for a reimbursement (against bills) for a max of INR 30,000/- (Rupees Thirty Thousand only) towards relocation of personal effects. The same shall be recovered in case you resign from services of the company within one year from date of joining.

Please return the duplicate of this letter, duly signed, in token of your acceptance of the above-mentioned terms and conditions of the employment, having read the attached Code of Corporate Governance and on joining you will abide by its prescriptive principles.

If the above conditions are not satisfied/fulfilled on or before **19th Jun 2023**, this letter of appointment will become null and void and will stand cancelled.

For BlueBinaries Engineering & Solutions Pvt Ltd.

Shilpa Prasanna

Manager - Talent Acquisition

Acceptance of appointment terms & conditions:

I hereby agree that I have read, understand, and confirm my joining on or before **25th Sep 2023**

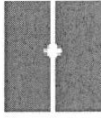
Name:

Date:


Signature:

Place:

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Annexure I: Compensation and Benefits Plan

 Compensation & Benefits Plan		
Name	Kiran S	
Designation	Associate Engineer	
Band	L1	
Annual CTC (In INR)	3,75,000	
Location	Bengaluru	
Components	Monthly (INR)	Annual (INR)
Basic(@30% of the Fixed Pay)	8,512	1,02,146
HRA(@50% of the Basic)	4,256	51,073
Special Allowance	15,606	1,87,268
(A) Total Fixed Pay	28,374	3,40,487
Gratuity(4.81% of the Basic Pay)	409	4,913
Medical Insurance Premium	667	8,000
Employer Contribution to PF(12% of the Basic Pay)	1,800	21,600
(B) Statutory & Additional Benefits	2,876	34,513
(A) + (B) Total Cost to the Company	31,250	3,75,000
Medical Insurance includes for Self, Spouse and up to 2 Children. The Coverage is INR 3 Lakhs for Group Medclaim Policy and also covers INR 20 Lakhs as General Life Insurance.		
Flexi Components Definitions: Flexible Benefits Plans allows an employee to allocate a certain part of the special allowance to various tax exempted component, where the allocated amount either directly get deducted from the special allowance and get credited to the respective component or the taxation will be as per the bills submitted towards these components as investment proof against the declaration for that financial year.		
Food Allowance	INR 2,200/- per month	
Fuel Allowance	INR 1,800/- per month	
Leave Travel Allowance	INR 1,00,000/- per block	
Vehicle Maintenance	INR 900/- or 1500/- per month (as per engine capacity)	
Books and Periodicals	INR 1000/- per month	
Telecommunication and Internet Charges	INR 3000/- per month	

Name:

Date:

Signature:

Place:



REConnect Energy Solutions Limited
(formerly known as REConnect Energy Solutions Pvt Ltd.)
CIN : U72100KA2010PLC156244

☎ : +91-8882-440-440
✉ : info@reconnectenergy.com
🌐 : www.reconnectenergy.com

September 05, 2023

Likith B

Sub: Letter of appointment - Executive Trainee - BD

Dear **Likith**,

We are pleased to extend our offer to you to join **REConnect Energy Solutions Ltd.** (the Company) on the terms and conditions set forth below.

Your title and start date will be as indicated in **Annexure A**. You will be based in **Bangalore**, and shall be responsible for various activities assigned by the company from time to time. The Company may choose to change your location after giving you prior notice of such a change. You are required to work exclusively for the Company unless you obtain prior written permission from the Company with respect to outside employment, business activity with or without remuneration for such activity. Although your employment will be with the Company, you may be seconded from time to time to other group companies of REConnect Energy from time to time at the Company's discretion. During your employment, you may be required to work from any other office that the Company or REConnect (the Group) may establish in India. In such circumstances, REConnect shall provide you travel and other assistance as is customary business practice.

During your active employment with the Company you will be eligible for compensation as indicated in the **Annexure A**, subject to the following terms and conditions:

- The fixed pay and other terms are set out in **Annexure A** hereto. Your fixed pay less applicable deductions will be paid in accordance with the Company's normal payroll practice.
- Your fixed pay may change at the discretion of the Company, upon advance written notice to you. Please note that your fixed pay includes certain monthly allowances as set out in **Annexure A**. Certain of these allowances may qualify for tax benefits upon submission of appropriate receipts and other documents, in accordance with Company policy and



📍 **Registered Office & HQ :**
V.K. Kalyani, #22, 7th Floor,
Sankey Road, Bengaluru - 560020
Karnataka, INDIA

📍 **Other Locations :**
Gurugram, Mumbai, Chennai, London

[Signature]
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Solderanahalli, Bangalore-560 107

applicable tax regulations. Failure to provide such receipts and other documents in a timely may result in deduction of tax from the amounts payable to you.

- All payments mentioned in **Annexure A** will be made less taxes and other applicable payroll deductions.

You will be on **probation for a period of SIX months** following the commencement of employment. Your confirmation at the end of the probation period is subject to the terms and conditions set out in **Annexure B** hereto. During the probation period, you or the Company may terminate the employment after giving a **TWO week notice**.

If you resign from your position in the Company, you are required to provide a written notice of resignation and serve a notice period of **TWO months**. Further, if the Company asks you to leave, it shall follow the process as regard to the notice period. The Company may elect, but shall not be obliged to, terminate your employment prior to the expiry of the notice period, and make a payment in lieu of notice. The above conditions will not apply if the employment is terminated due to the following clauses:

1. Material neglect or material failure to perform your job, duties and responsibilities
2. Your failure or refusal, after due notice, to comply with lawful policies and directives of the Company.
3. Your material breach of any contract or agreement between you and the Company, or your material breach of any statutory duty, fiduciary duty or any other obligation that you owe to the Company.
4. Your commission of an act of fraud, theft, embezzlement or any other criminal offence against the Company or your engaging in unprofessional, unethical or other intentional acts that materially discredit the Company or are materially detrimental to the character, standing or reputation of the Company or any of its past or present directors or employees.
5. Your indictment, conviction or guilty plea with respect to any felony or crime of moral turpitude.
6. The discovery that you provided any false or misleading information that played a part in the Company's recruitment decision with respect to you.

You agree that during the term of your employment with the Company and within six months



REConnect Energy Solutions Limited
(formerly known as REConnect Energy Solutions Pvt Ltd.)
CIN : U72100KA2010PLC156244

☎ : +91-8882-440-440
✉ : info@reconnectenergy.com
🌐 : www.reconnectenergy.com

from the cessation thereof, regardless of the reason of cessation of the employment, you will not, directly or indirectly, on your behalf or in conjunction with any person or legal entity, solicit or induce any employee of the Company to cease their employment relationship with the Company.

You agree that during the term of your employment with the Company and within one year from the cessation thereof, regardless of the reason of cessation of the employment, you will not, directly or indirectly, on your behalf or in conjunction with any person or legal entity, solicit or induce any existing client or a potential client with whom the Company was in conversation at the time of such cessation or in the last six months prior to such cessation, to cease or alter their relationship with the Company.

You further agree that during the term of your employment with the Company, you shall comply with all the provisions of the applicable Human Resource Policy (HRP) of the Company as notified and issued by the Company from time to time. Any conflict between this offer letter and the HRP with respect to the terms of the employment, the provisions made under the HRP shall be binding and applicable.

In the course of your employment with the Company, you may become aware of information that is confidential in nature, and may harm the Company's business interest if shared. This includes details of clients, potential clients, pricing and business terms, business practices, current and future business plans, and other information which may be considered Confidential. You hereby confirm that you shall keep such information confidential and you will not disclose such information directly or indirectly to any person or legal entity, without the prior written consent of the Company. If you are required by any court or under a judicial process to disclose such information you shall immediately notify the Company of such a disclosure requirement. This clause shall apply during your employment with the Company and after its cessation.

During the course of your employment, as part of performing your duties, you may develop intellectual property in the form of work documents, models, calculations, software tools, algorithms, databases, or any other information or work product, whether patented, copyrighted, or not. You agree that this will be the property of the Company and you shall not share, disseminate or use for non-Company purposes such intellectual property without the prior written consent of the Company during your employment with the Company or after its



📍 **Registered Office & HQ :**
V.K. Kalyani, #22, 7th Floor,
Sankey Road, Bengaluru - 560020
Karnataka, INDIA

📍 **Other Locations :**
Gurugram, Mumbai, Chennai, London

[Signature]
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Sahakar Nagar, Bangalore-560 107



REConnect Energy Solutions Limited
(formerly known as REConnect Energy Solutions Pvt Ltd.)
CIN : U72100KA2010PLC156244

☎ : +91-8882-440-440
✉ : info@reconnectenergy.com
🌐 : www.reconnectenergy.com

cessation.

You are required to maintain confidentiality of compensation and benefits information, and you will not share this information with anyone except immediate family members and when required by law.

Please note that the employment is of no fixed term and that either you or the Company may terminate the employment relationship at any time and for any reason, subject to the notice period clause. Any payment that may be due to the Company by you upon the termination of your employment with the Company be reduced from any amount payable to you by the Company, at the Company's discretion.

The terms and conditions of this contract of employment shall be governed and interpreted according to the laws of India. Any dispute, controversy or claim arising out of or in connection with this contract of employment shall be resolved by binding, final arbitration in Indore, pursuant to the Rules of Arbitration applicable in India. The language of arbitration shall be English.

We are enthusiastic and pleased that you are going to be a part of REConnect. We hope that your association with us is of mutual benefit, learning and growth. To accept this offer, please sign it on every page (including Annexure that is enclosed) and return it within five days from the date of the letter or upon the date of joining whichever is earlier.

We are looking forward to working with you.

Sincerely,

Bhavya Das

VP - HR

REConnect Energy

Date: September 05, 2023

End-of-Document



📍 **Registered Office & HQ :**
V.K. Kalyani, #22, 7th Floor,
Sankey Road, Bengaluru - 560020
Karnataka, INDIA

📍 **Other Locations :**
Gurugram, Mumbai, Chennai, London

[Signature]

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Soldevanahalli Bangalore-560 107

Annexure A

The following compensation items are subject to the terms and conditions of your offer letter, of which this annexure is an integral part. All payments are subject to applicable taxes.

Name: **Likith B**
Title: Executive Trainee - BD
Job Group: 12
Date of Joining (DoJ): **September 7, 2023**
Pay Details:

Base Salary (A)		
Basic Pay & Dearness Allowance	95,000	7,917
House Rent Allowance	47,500	3,958
Special Allowances	21,373	1,779
Statutory Bonus	-	-
Sub Total***	163,873	13,654
Other Salary Components (B)		
PF (Company Contribution)	19,662	1,638
Gratuity*	1,140	95
ESIC (Company Contribution) **	5,325	444
Variable Pay (Rs.)	-	-
Sub Total	26,127	2,177
Total Cost to the Company (CTC) in RS. (A+B)	190,000	15,833

* - Payable Annually as per prevailing HR Policy.

***- This is subject to the following adjustments upon payment:

- PF (Employee Contribution), if applicable
- ESIC (Employee Contribution), if applicable
- Professional taxes, if applicable
- Tax Deduction at source, if applicable

The total annual Cost to the Company shall be Rs.1,90,000/- (One Lakh Ninety Thousand Only).

End-of-Annexure

To

Date: 19th December, 2022

Mainak Jana

Subject: Internship Offer Letter

Dear Mainak Jana

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th February, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is **6** days a week.
- Your first month's salary (30 Days Salary) will be dispersed along with your **4th** month's salary.
- During this Internship, you are eligible to get up to Rs **200,000/-** as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve **30** days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be Rs **900,000** INR.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

Again, congratulations and we look forward to working with you.

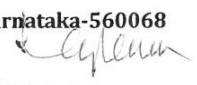
Yours truly,
For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director – Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068


PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107



Letter of Intent (LOI)

Superset ID: 3406554

Date: September 30, 2022

Dear Manish anand,

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 Cognizant's 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.

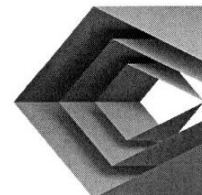
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

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



L. Arjun
PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107



(Confidential)

06-Mar-2024

CEL/HR/68/06/03/2024

Mr. Mujeeb Ahmed

#6, 1st Floor, 3rd Cross, 1st Main, Ganganagar, RT Nagar,
Bangalore,
Karnataka - 560032.

Dear Mujeeb,

With reference to the interview, you had with us, we are glad to offer you an appointment in our company as **Trainee Engineer - Program Management** in "EMS" Division.

You will be on a Training for a period of twelve months. During training, in the event of either party desiring to cease the employment, for whatsoever reason, the same can be done by giving an advance notice of three calendar months or three months' salary in lieu thereof.

This offer letter is subject to the clearing of your reference check. In case there is any shortfall, the company reserves the right to withdraw / cancel your appointment without prior notice.

Please acknowledge the receipt of our offer of appointment by signing the duplicate copy of this letter. We look forward to your joining on or **before 11-Mar-2024** and you will enter into Service Agreement with the company for the period of Two years effective from Date of Joining.

FOR CENTUM ELECTRONICS LIMITED,

Accepted by

MANISH MAJUMDAR

MUJEEB AHMED

SENIOR MANAGER - HR

Centum Electronics Limited, Unit-II

Plot No. 58-P, Survey No. 8, Bangalore Aerospace Park Industrial Area, Jala Hobli, Budigere Post, Bangalore - 562129.

Tel +91-(0)80-7121-4000 Fax +91-(0)80-7121-4005 www.centumindia.com

CIN - L85110KA1993PLC013869


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Soldevanahalli Bangalore-560 107



Annexure

Name	Mujeeb Ahmed	
Designation	Trainee Engineer - Program Management	
Salary Components	Monthly	Yearly
Basic	6,669	80,025
House Rent Allowance	2,668	32,010
Other Allowance	12,893	1,54,716
Total Gross	22,229	2,66,751
EPF Contribution	1,800	21,600
Subsidized Canteen	650	7,800
Gratuity	321	3,849
Grand Total CTC	25,000	3,00,000

Notes:

1. Life insurance coverage of up to 60 times of basic monthly salary.
2. Provident Fund - The amount shown is the Company contribution towards Provident Fund.
3. Subsidized Canteen - The amount shown in the annexure is the company contribution towards the canteen facility. If the canteen is not availed by the employee no reimbursement is available.
4. Gratuity - The amount shown is the eligible amount as per the Payment of Gratuity Act and can only be claimed after completing the eligibility conditions and other provisions of payment of Gratuity Act.

Centum Electronics Limited, Unit-II

Plot No. 58-P, Survey No. 8, Bangalore Aerospace Park Industrial Area, Jala Hobli, Budigere Post, Bangalore - 562129.

Tel +91-(0)80-7121-4000 Fax +91-(0)80-7121-4005 www.centumindia.com

CIN - L85110KA1993PLC013869

Principal
CHARYA INSTITUTE OF TECHNOLOGY
Solemnahalli, Bangalore-560 107
Bangalore-560 107



Letter of Intent (LOI)

Superset ID: 3250419

Date: September 30, 2022

Dear NACHAPPA PP,

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 Cognizant's 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.

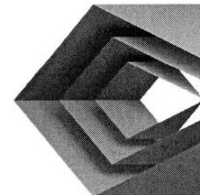
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

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.

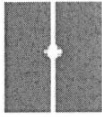
Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



S. Srinivas
PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soidavanahalli Bangalore-560 107



*** Private & Confidential ***

Reference: **BB/HR-62/2128/2023/Perm**

Date: **14th Jun 2023**

Mr Nagendra M

#16, Suvarna Nagar, Doddabidurukallu,, Nagasandra post, Bangalore

Bangalore, 560073

Mobile: 6360579512

Email: nagendram.20.beec@acharya.ac.in

Subject: Offer Letter

Dear Nagendra M,

With reference to your assessment, evaluations and subsequent discussions, we are pleased to offer you an appointment with BlueBinaries in Band L1 designated as **Associate Engineer** and you will be allocated your job location at one of BlueBinaries offices across India, as per the requirements on the date and month of your joining.

BlueBinaries' entrepreneurial framework is non-hierarchical and provides associates the ability to perform different roles based on their capability and available opportunities. Distinct career paths and roles have been defined and equivalence established for those playing definitive roles in Practice / Programs / Product groups.

Your Annual CTC will be **3,75,000 (INR Three Lakh Seventy Five Thousand only)**. Please refer **Annexure I** for details on compensation and statutory deductions. Information regarding compensation and benefits plan is strictly confidential and should not be shared with anyone in any manner whatsoever, under Data Security & Protection policy of the company.

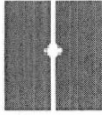
You are required to join us on **25th Sep 2023** and the offer stands withdrawn thereafter unless the date is extended or communicated to you in writing. However, your services are liable to be transferred to any of the company offices or subsidiaries or sister concerns in India or Overseas.

On the Day of Joining, you are requested to report at **10:00AM** to complete the joining formalities at **BlueBinaries Engineering and Solutions Pvt. Ltd** at the location informed to you before your date of joining. The location shall be notified to you in advance. At the time of joining, you are expected to carry the hard copy of all the supporting documents mentioned in the Annexure II.

Kindly acknowledge the acceptance of the offer letter latest by **19th Jun 2023**. In case of any further clarifications required on the offer letter, please get in touch with our **Talent Acquisition** team (Email ID: Talent.Acquisition@bluebinaries.com).

We welcome you to BlueBinaries family and look forward to a mutually beneficial and purposeful association.

Page 1



Employment Terms and Conditions:

Emoluments:

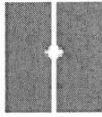
1. You will receive emoluments / allowances as per the Annexure I.
2. The benefits like Gratuity, Provident Fund and Medical Benefits, for self and family, shall be part of your total compensation.
3. With effect from the date of your employment, you are required to become a member of the company's Staff Provident Fund.

Probation:

1. You will be on probation for a period of **Six Months** from the date of joining and you shall be deemed to be confirmed on successful completion of the probation duration. The company reserves the right to extend or deny your probation and any such extension or denial will be communicated in writing.
2. During the period of probation, either party will be allowed to terminate the contract of employment by giving **One Month** of notice in writing, subject to company's right to pay the salary in lieu thereof or on prorated basis.
3. Employees who do not complete their probation will not be eligible for compensation revision and promotion. Such benefits shall be held back till successful completion of probation.

Deputation & Condition of Hire:

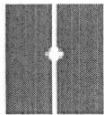
1. Your position with the Company calls for whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with the Company, without written permission from the Company.
2. Though you have been engaged for a specific position, the Company reserves the right to send you on training / deputation / secondment / transfer / assignments to sister companies, associate companies, client's locations or third parties whether in India or abroad. In such case, the terms, and conditions of service applicable to the new assignment will govern you. You shall, only at the request of the Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned / seconded / deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests. As the company will be spending substantial amount of time and money for your deputation / secondment abroad, you will be required to sign a deputation agreement with the company as deemed appropriate. (This agreement will consist, inter alia, of issues like (i) your commitment to complete the project (ii) you're returning to base location after the completion of the project and serving the company for a stipulated period.
3. You will be governed by the Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.



4. If the company sends you on training including research and development activities or on deputation to other country or a place in India with a view to benefit the company in pursuance of its business objectives, which will be at an additional cost to the company, you agree not to accept employment in a company in competition with BlueBinaries Engineering and Solutions Private Limited and /or undertake a business that is in competition with BlueBinaries Engineering and Solutions Private Limited. In the event you leave the company within 1 year after such training period as mentioned above, the company will be entitled to recover the costs from you, incurred by the company towards such training or deputation.

Confidentiality / Non-Disclosure:

1. So long as you are in the employment of the Company, you will, at all times, observe secrecy and confidentiality and will not divulge, disclose or make known to any unauthorized person within or outside the Company, nor will you unauthorized use any knowledge or information in respect of manufacturing, technical trade or business data (including manufacturing processes, technical know-how, customer information, business plans and like matters) which are necessarily confidential and have come to your knowledge and possession.
2. You will also not remove any such information in any form whatsoever from the Company premises, nor copy or transmit the same unauthorized through any medium including social networking networks/ public sites nor will you grant permission to assist, permit entry to, or in any manner cooperate with any unauthorized person for the purposes of accessing, obtaining, copying, transmitting or removing the above. Even after the cessation of your employment with the Company, you will not use, divulge, disclose or remove in any manner whatsoever confidential information of the type described above of which you were in possession whilst in service to the detriment of the Company.
3. You will also observe all the confidentiality measures which are in existence, or which may be enforced from time to time, as well as directions as to confidentiality marked on any communication, document, electronic data storage device etc. You shall indemnify and hold Company harmless and indemnified against any damage or loss caused to the Company on account of breach of confidentiality on your part. These confidentiality provisions shall survive the separation of your employment with the Company, either by way of retirement or termination or otherwise.
4. In addition to your fulfilling the requirements of secrecy and confidentiality, as specified herein, also during your employment with the Company, you shall not engage in any vocation, training, employment, consultancy, business, transaction, or any other activity, which conflicts with the interests of the Company, in any capacity whatsoever either on your own or in association with any other individual / firm / institute / body corporate, etc., whether for any consideration or not.
5. You must return to the Company, upon request, and in any event, upon termination of your employment, all documents, assets and tangible items which belong to the Company, or which refer to any confidential information and which are in your possession or under your control.
6. You must, if requested by the Company, delete all confidential information from any reusable material and destroy all other documents and tangible items which contain or refer to any confidential information and which are in your possession or under your control.

**Unauthorized Software:**

You shall not install, download, copy, duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.

Leave Policy:

You will be entitled to 'Leaves' as per the existing Leave Policy of the company and as amended from time to time.

Provident Fund

If you are a member of Provident Fund of an establishment covered under the Employees Provident Fund Act, 1952 or the Provident Fund is recognized under the Income Tax Act, 1961 and you have not withdrawn the total accumulation standing to the credit of your account in the Fund Account, you will be entitled to join 'Regional Provident Fund Organization' on receipt of your declaration in Form No 11, Otherwise you will be enrolled as a member of the above Provident Fund from the day of your joining the company.

Medical Benefit Scheme

You will be eligible for the medical benefits in accordance with the existing Company Medical Insurance Scheme as applicable to your band.

Gratuity

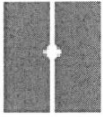
You will be entitled to receive gratuity in accordance with prevailing gratuity rules and the company's scheme as applicable to your band.

Code of Business conduct:

You will be governed by the Code of Business Conduct as is in force from time to time and will be required to demonstrate appropriate behavior towards its adherence and cherish the values propagated by the company

Background Check & references:

Your appointment is contingent upon satisfactory report on the background check conducted by our company's approved agency relating to your employment, education, and work history. In case any information is found to be incorrect, the company can terminate your employment without notice and recover any payments paid or due to be paid that was rightly not payable had the absence of authenticity been known prior to your joining with the company.



Separation and Termination:

1. Your terms of employment are subject to termination with Three months of written notice on either side. You shall ensure that all your ongoing activities are successfully completed and handled properly as per the company policy. However, for cause like misconduct, gross negligence, misbehavior, or non-performance, BlueBinaries may terminate your services with immediate notice. The Company shall have the right to suspend you on full pay and benefits pending any investigation into potential dishonesty, gross misconduct, misappropriation, gross negligence, fraud, or other circumstances (if proved) would entitle the Company to dismiss your services summarily.
2. For separation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.
3. Unauthorized absence or absence without permission from duty for a continuous period of 5 consecutive days, would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.
4. Reference check will be made from your previous employers. In case there is any adverse report against you which may be detrimental to the interests of the company or if the information furnished by you is not true, the company reserves the right to terminate your services forthwith (notwithstanding any other provisions) on the grounds of misrepresentation of facts.

Retirement

This agreement automatically stands terminated on the day on which employees reach the age of retirement as per Indian law and for the purpose of determining this, the age recorded with the Company shall be considered as final and conclusive.

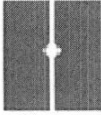
Intellectual Property Rights

All intellectual property rights, including but not limited to, Patents, Copyrights, Designs, Trademarks and Semiconductor chips developed by you during work hours or using the Company infrastructure, or while performing or discharging official duties shall be the sole and exclusive property of the Company and the same shall be deemed to be work made for hire. You shall execute/sign such documents for the purpose of assigning such Intellectual property, as and when required by the Company.

The Company reserves the right to proceed legally against you and recover damages, where any such intellectual property is sought to be protected by you independently of the Company.

Jurisdiction

Even though the Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be the courts in India only.



General Information:

1. The Company shall at all times have the right to access and monitor all e-mails created, sent / received or stored by you using Company facility and on Company's system at any time without giving you any prior notification. All such data and information shall always be the property of the company.
2. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever.
3. You shall, on ceasing to be the employee of the Company, forthwith return all Company properties, movable and immovable, including, without limitation, all Company information, files, reports, memoranda, software, credit cards, door and file keys, computer access codes and such other property which you received or in possession or prepared in connection with your employment with the Company.
4. Any joining expenses including relocation expenses, etc. reimbursed or any payment made to you while joining by the Company will be recovered in the event you leave the organization within one years of joining.
5. You will be subject to all applicable laws of the land and all rules, regulations and policies of the Company which may in force from time to time.

Relocation Expenses:

You will be eligible for a reimbursement (against bills) for a max of INR 30,000/- (Rupees Thirty Thousand only) towards relocation of personal effects. The same shall be recovered in case you resign from services of the company within one year from date of joining.

Please return the duplicate of this letter, duly signed, in token of your acceptance of the above-mentioned terms and conditions of the employment, having read the attached Code of Corporate Governance and on joining you will abide by its prescriptive principles.

If the above conditions are not satisfied/fulfilled on or before **19th Jun 2023**, this letter of appointment will become null and void and will stand cancelled.

For BlueBinaries Engineering & Solutions Pvt Ltd.

Shilpa Prasanna

Manager - Talent Acquisition

Acceptance of appointment terms & conditions:

I hereby agree that I have read, understand, and confirm my joining on or before **25th Sep 2023**

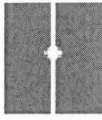
Name:

Date:


Signature:

Place:

Page 6



Annexure I: Compensation and Benefits Plan

 Compensation & Benefits Plan		
Name	Nagendra M	
Designation	Associate Engineer	
Band	L1	
Annual CTC (In INR)	3,75,000	
Location	Bengaluru	
Components	Monthly (INR)	Annual (INR)
Basic(@30% of the Fixed Pay)	8,512	1,02,146
HRA(@50% of the Basic)	4,256	51,073
Special Allowance	15,606	1,87,268
(A) Total Fixed Pay	28,374	3,40,487
Gratuity(4.81% of the Basic Pay)	409	4,913
Medical Insurance Premium	667	8,000
Employer Contribution to PF(12% of the Basic Pay)	1,800	21,600
(B) Statutory & Additional Benefits	2,876	34,513
(A) + (B) Total Cost to the Company	31,250	3,75,000
Medical Insurance includes for Self, Spouse and up to 2 Children. The Coverage is INR 3 Lakhs for Group Mediclaim Policy and also covers INR 20 Lakhs as General Life Insurance.		
Flexi Components Definitions: Flexible Benefits Plans allows an employee to allocate a certain part of the special allowance to various tax exempted component, where the allocated amount either directly get deducted from the special allowance and get credited to the respective component or the taxation will be as per the bills submitted towards these components as investment proof against the declaration for that financial year.		
Food Allowance	INR 2,200/- per month	
Fuel Allowance	INR 1,800/- per month	
Leave Travel Allowance	INR 1,00,000/- per block	
Vehicle Maintenance	INR 900/- or 1500/- per month (as per engine capacity)	
Books and Periodicals	INR 1000/- per month	
Telecommunication and Internet Charges	INR 3000/- per month	

Name:

Date:

Signature:

Place:

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Page 10



16 January, 2024

Nandan Kumar T V
Theetha, Koratagere Taluk, Tumkur District, Karnataka State

Dear Nandan,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **27 March, 2024**.

(The Company reserves the right to advance / postpone the date of joining.)

1.1. Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1. The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

2.2. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3. You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4. You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.

2.5. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

2.6. You will observe work timings and holidays as applicable to your location and place of work.

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3. Training & Probationary Period:

- 3.1 You will be on training for the first 6 months. During the training period, you will be subject to assessment at various stages and you are expected to meet the minimum acceptable criteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.
- 3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimum acceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditions of this letter shall continue to bind you or as may be amended by the Company from time to time.
- 3.3 Based on your performance, the Company is at liberty to terminate your services, if found unsatisfactory at any time during the Training or probation period, or extended probation period, as it deems necessary.

4. Salary:

- 4.1. During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensation to you.
- 4.2. Compensation structure detailed in the attached annexure is for a posting in **Trivandrum**. The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to you in writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Trivandrum**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

- 6.1. You will be entitled to leave and other benefits in accordance with the rules / policies of the Company.

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7. Other Work:

- 7.1. Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

- 8.1. During the period of training / probation, your services shall be terminable by giving one month's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company, your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.
- 8.2. In the event that you want to terminate your employment with the Company, while on a project at customer's site in India or abroad you will be required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual date of release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum notice of 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.
- 8.3. During the term of your employment with the Company, if the Company decides to enroll you for Training/Development Program abroad, you shall not leave or abandon the services of the Company for the time period set forth in a separate agreement from the date of completion of such Training and Development Program. On completion of such time period, if you wish to leave the services of the Company, you shall be bound to provide prior notice in writing as per the terms of this Employment Agreement / Offer letter.
- 8.4. You will be liable to termination from service by the Company without notice if:
- Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
 - You are found to have willfully suppressed any material information, or,
 - You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
 - You are found to have indulged in financial irregularities; or
 - You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

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9. On Separation:

- 9.1. On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

- 11.1. Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc. shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietary information and technologies, which you were involved with during your service with the Company and shall render yourself liable to damages and costs arising out of breach of such confidentiality.
- 11.2. You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.
- 11.3. **Data Protection Regulation- Personal Data:** You acknowledge and agree that TEL or any of its affiliates or group companies may process your personal data/ sensitive data. You also hereby provide explicit consent to the company to transfer such

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personal/sensitive data outside the country in which you are employed. TEL will process your personal data in the performance of a contract as your employer, to ensure to meet the employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate interests to carry out background checks as part of our due diligence measures. You hereby give your explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

- 12.1. The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.
- 12.2. Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.
- 12.3. Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

- 13.1. If you conceive any new or advanced methods of improving process / formulae / systems in relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

14. Client Management:

- 14.1. On Termination / Resignation of employment for what-so-ever reasons, you will not seek employment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year from your last working day in the Company. In the event the Company is of the reasonable opinion that you are terminating your employment with the Company to pursue an occupation in violation of this Clause 12, then the Company reserves the right to, at its sole discretion, refuse to accept any letter of termination, by whatever name called, of your employment with the Company. The Company further reserves the right to

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approach a Court of competent jurisdiction and obtain an injunction preventing you from terminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

- 15.1. During the period of employment and for a period of two years following your termination of employment with the Company, irrespective of the circumstances of or reasons of the termination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you may directly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.
- 15.2. During the period of employment and for a period of two years following your termination of employment with the Company, irrespective of the circumstances of or reasons of the termination, you will not, directly or indirectly, solicit, induce or encourage any customer or vendor of the Company to move his/her existing business with the Company to a third party or to terminate his/her business relationship with the Company.

16. Retirement:

- 16.1. You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

- 17.1. You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter ("**Date of Appointment**").

19. Jurisdiction and Dispute resolution:

- 19.1. Any dispute which may at any time hereafter arise between the parties hereto, shall be referred to a single arbitrator to be appointed by the Company Secretary of Tata Elxsi Ltd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary to appoint the arbitrator and refer dispute to arbitration. The decision/award of such an arbitrator shall be binding on the parties hereto. The venue of arbitration shall be Bangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion of all other Courts.

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K. S. Kumar
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19.2. You will be required to produce one set of photocopies and the originals of certificates / testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3. Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment**"). By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date:

Signature: _____

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Annexure 1

Annexure to: **Nandan Kumar T V**

Appointment Letter Dated: **16 January, 2024**

Name	Nandan Kumar T V
Level	D
Designation	Engineer
BU	MCV
Location	Trivandrum

	Amount in INR
Basic	15500
House Rent Allowance	7750
Flexible Benefit Plan**	1912
Statutory Bonus *	1400

Monthly Salary	26562
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Deferred Benefits (Annualised)

Provident Fund (As per the PF Act 1952)	22320
Gratuity (As per the Gratuity Act 1972)	8947

Annual Gross Salary	350011
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Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

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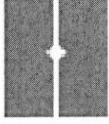
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*** Private & Confidential ***

Reference: **BB/HR-62/2126/2023/Perm**

Date: **14th Jun 2023**

Mr Naveen Kumar R

#65 Lakshmi building 7th main, 1st cross, T Dasrahalli Bangalore

Bangalore, 560057

Mobile: 9019290733

Email: naveenkumarkumar295@gmail.com

Subject: Offer Letter

Dear Naveen Kumar R,

With reference to your assessment, evaluations and subsequent discussions, we are pleased to offer you an appointment with BlueBinaries in Band L1 designated as **Associate Engineer** and you will be allocated your job location at one of BlueBinaries offices across India, as per the requirements on the date and month of your joining.

BlueBinaries' entrepreneurial framework is non-hierarchical and provides associates the ability to perform different roles based on their capability and available opportunities. Distinct career paths and roles have been defined and equivalence established for those playing definitive roles in Practice / Programs / Product groups.

Your Annual CTC will be **3,75,000 (INR Three Lakh Seventy Five Thousand only)**. Please refer **Annexure I** for details on compensation and statutory deductions. Information regarding compensation and benefits plan is strictly confidential and should not be shared with anyone in any manner whatsoever, under Data Security & Protection policy of the company.

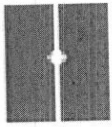
You are required to join us on **25th Sep 2023** and the offer stands withdrawn thereafter unless the date is extended or communicated to you in writing. However, your services are liable to be transferred to any of the company offices or subsidiaries or sister concerns in India or Overseas.

On the Day of Joining, you are requested to report at **10:00AM** to complete the joining formalities at **BlueBinaries Engineering and Solutions Pvt. Ltd** at the location informed to you before your date of joining. The location shall be notified to you in advance. At the time of joining, you are expected to carry the hard copy of all the supporting documents mentioned in the Annexure II.

Kindly acknowledge the acceptance of the offer letter latest by **19th Jun 2023**. In case of any further clarifications required on the offer letter, please get in touch with our **Talent Acquisition** team (Email ID: Talent.Acquisition@bluebinaries.com).

We welcome you to BlueBinaries family and look forward to a mutually beneficial and purposeful association.

Page 1

**Unauthorized Software:**

You shall not install, download, copy, duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.

Leave Policy:

You will be entitled to 'Leaves' as per the existing Leave Policy of the company and as amended from time to time.

Provident Fund

If you are a member of Provident Fund of an establishment covered under the Employees Provident Fund Act, 1952 or the Provident Fund is recognized under the Income Tax Act, 1961 and you have not withdrawn the total accumulation standing to the credit of your account in the Fund Account, you will be entitled to join 'Regional Provident Fund Organization' on receipt of your declaration in Form No 11, Otherwise you will be enrolled as a member of the above Provident Fund from the day of your joining the company.

Medical Benefit Scheme

You will be eligible for the medical benefits in accordance with the existing Company Medical Insurance Scheme as applicable to your band.

Gratuity

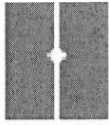
You will be entitled to receive gratuity in accordance with prevailing gratuity rules and the company's scheme as applicable to your band.

Code of Business conduct:

You will be governed by the Code of Business Conduct as is in force from time to time and will be required to demonstrate appropriate behavior towards its adherence and cherish the values propagated by the company

Background Check & references:

Your appointment is contingent upon satisfactory report on the background check conducted by our company's approved agency relating to your employment, education, and work history. In case any information is found to be incorrect, the company can terminate your employment without notice and recover any payments paid or due to be paid that was rightly not payable had the absence of authenticity been known prior to your joining with the company.



Separation and Termination:

1. Your terms of employment are subject to termination with Three months of written notice on either side. You shall ensure that all your ongoing activities are successfully completed and handled properly as per the company policy. However, for cause like misconduct, gross negligence, misbehavior, or non-performance, BlueBinaries may terminate your services with immediate notice. The Company shall have the right to suspend you on full pay and benefits pending any investigation into potential dishonesty, gross misconduct, misappropriation, gross negligence, fraud, or other circumstances (if proved) would entitle the Company to dismiss your services summarily.
2. For separation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.
3. Unauthorized absence or absence without permission from duty for a continuous period of 5 consecutive days, would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.
4. Reference check will be made from your previous employers. In case there is any adverse report against you which may be detrimental to the interests of the company or if the information furnished by you is not true, the company reserves the right to terminate your services forthwith (notwithstanding any other provisions) on the grounds of misrepresentation of facts.

Retirement

This agreement automatically stands terminated on the day on which employees reach the age of retirement as per Indian law and for the purpose of determining this, the age recorded with the Company shall be considered as final and conclusive.

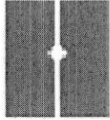
Intellectual Property Rights

All intellectual property rights, including but not limited to, Patents, Copyrights, Designs, Trademarks and Semiconductor chips developed by you during work hours or using the Company infrastructure, or while performing or discharging official duties shall be the sole and exclusive property of the Company and the same shall be deemed to be work made for hire. You shall execute/sign such documents for the purpose of assigning such Intellectual property, as and when required by the Company.

The Company reserves the right to proceed legally against you and recover damages, where any such intellectual property is sought to be protected by you independently of the Company.

Jurisdiction

Even though the Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be the courts in India only.



General Information:

1. The Company shall at all times have the right to access and monitor all e-mails created, sent / received or stored by you using Company facility and on Company's system at any time without giving you any prior notification. All such data and information shall always be the property of the company.
2. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever.
3. You shall, on ceasing to be the employee of the Company, forthwith return all Company properties, movable and immovable, including, without limitation, all Company information, files, reports, memoranda, software, credit cards, door and file keys, computer access codes and such other property which you received or in possession or prepared in connection with your employment with the Company.
4. Any joining expenses including relocation expenses, etc. reimbursed or any payment made to you while joining by the Company will be recovered in the event you leave the organization within one years of joining.
5. You will be subject to all applicable laws of the land and all rules, regulations and policies of the Company which may in force from time to time.

Relocation Expenses:

You will be eligible for a reimbursement (against bills) for a max of INR 30,000/- (Rupees Thirty Thousand only) towards relocation of personal effects. The same shall be recovered in case you resign from services of the company within one year from date of joining.

Please return the duplicate of this letter, duly signed, in token of your acceptance of the above-mentioned terms and conditions of the employment, having read the attached Code of Corporate Governance and on joining you will abide by its prescriptive principles.

If the above conditions are not satisfied/fulfilled on or before **19th Jun 2023**, this letter of appointment will become null and void and will stand cancelled.

For BlueBinaries Engineering & Solutions Pvt Ltd.

Shilpa Prasanna

Manager - Talent Acquisition

Acceptance of appointment terms & conditions:

I hereby agree that I have read, understand, and confirm my joining on or before **25th Sep 2023**

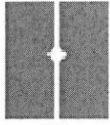
Name:

Date:


Signature:

Place:

Page 6



Annexure I: Compensation and Benefits Plan


 Compensation & Benefits Plan		
Name	Naveen Kumar R	
Designation	Associate Engineer	
Band	L1	
Annual CTC (In INR)	3,75,000	
Location	Bengaluru	
Components	Monthly (INR)	Annual (INR)
Basic(@30% of the Fixed Pay)	8,512	1,02,146
HRA(@50% of the Basic)	4,256	51,073
Special Allowance	15,606	1,87,268
(A) Total Fixed Pay	28,374	3,40,487
Gratuity(4.81% of the Basic Pay)	409	4,913
Medical Insurance Premium	667	8,000
Employer Contribution to PF(12% of the Basic Pay)	1,800	21,600
(B) Statutory & Additional Benefits	2,876	34,513
(A) + (B) Total Cost to the Company	31,250	3,75,000
Medical Insurance includes for Self, Spouse and up to 2 Children. The Coverage is INR 3 Lakhs for Group Mediclaim Policy and also covers INR 20 Lakhs as General Life Insurance.		
Flexi Components Definitions: Flexible Benefits Plans allows an employee to allocate a certain part of the special allowance to various tax exempted component, where the allocated amount either directly get deducted from the special allowance and get credited to the respective component or the taxation will be as per the bills submitted towards these components as investment proof against the declaration for that financial year.		
Food Allowance	INR 2,200/- per month	
Fuel Allowance	INR 1,800/- per month	
Leave Travel Allowance	INR 1,00,000/- per block	
Vehicle Maintenance	INR 900/- or 1500/- per month (as per engine capacity)	
Books and Periodicals	INR 1000/- per month	
Telecommunication and Internet Charges	INR 3000/- per month	

Name:

Date:

Signature:

Place:


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Page 10



January 25, 2023

Mr. Omkar S

Offer Letter

Dear Omkar S,

We are pleased to offer you the position of **Engineer** at Vayavya Labs Pvt Ltd with an annual CTC of **Rs. 6,00,031/- (Rupees Six lakh and thirty-one only)**. This CTC will be applicable only if you meet the performance target during your probation period. If you do not meet the target, your CTC will be **Rs. 4,50,031/- (Rupees Four lakhs fifty thousand and thirty-one only)**. The CTC will come into effect once you are confirmed and are on a revenue-generating project/business activity. The breakup of the compensation is attached herewith in Annexure-A.

You are required to join us on or before **30th July 2023**; the offer stands withdrawn thereafter unless the date is extended by us and communicated to you in writing.

You will be based at Bengaluru / Belagavi or in such other company location, as the Management shall determine from time to time.

You are requested to report at 10.00 A.M on the date of joining to complete these joining formalities. At the time of joining, you are requested to submit copies of documents as per Annexure- C. Please carry all the originals for validation.

Please sign the Offer Letter on all pages as a token of your acceptance.

Welcome to Vayavya Labs. We are delighted that you have chosen to be a part of our team. We hope your association with us will be rewarding and fulfilling.

Yours sincerely,

Chondamma



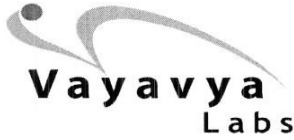
Chondamma Gummatira
Manager- People & Culture

K. L. Prasad
PRINCIPAL
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Soldevanahalli Bangalore-560 107

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Vayavya Labs Pvt. Ltd.

Corporate Off.: "Mangal", 3rd Floor, CTS No.5651 & 5652, Goaves, Khanapur Road, Belgaum 590001
Branch: Sree Rama Deevena, 1st Floor, B Block, No. 21, Ulsoor Road, Bengaluru 560 042 | Ph: +91 80 40901492 |
Tel: +91-831-4200809 | Email: accts@vayavyalabs.com | CIN: U72900KA2006PTC040077 |
www.vayavyalabs.com



Annexure A

Name: Omkar S

Compensation Break-up

Particulars	Monthly (in INR)	Yearly (in INR)
Basic	16,000.00	1,92,000.00
House Rent Allowance	8,000.00	96,000.00
Flexi Pay	1,000.00	12,000.00
Other Compensation:		
Bonus as per Act [@]		17,400.00
Employer's Provident Fund p.m.	1,800.00	23,400.00
Provision for Gratuity ^{\$}		9,231.00
Monthly Total Salary	26,800.00	
Quarterly Allowance [*]		1,00,000.00
Annual Fixed Cost to Company (Fixed CTC)		4,50,031.00
Performance-based Incentive ^{**}		1,50,000.00
Annual Total Cost to Company # (Total CTC)		6,00,031.00

In addition to the CTC you will be covered under:

- **Group Medical Health Insurance**
 - If Single - Individual coverage up to Rs.1,00,000/-.
 - If Married – Family (Spouse & Children) coverage up to Rs.3,00,000/-
- **Personal Accident Insurance coverage up to Rs.5,00,000/-**

Notes:

[@] Bonus as per Act will be paid annually on a pro-rata basis.

^{\$} You will be entitled to gratuity as per the provisions of the Gratuity Act 1972.

^{*}Quarterly Allowance will be paid on a pro-rata basis in equal installments at the end of each quarter from the date of your confirmation.

^{**} Performance-based Incentive will be paid only if you meet the performance target during the probation period. This will be paid in 3 equal installments; the first installment on completion of 4 months, the second on 8 months, and the third on completion of 1 year from the date of your confirmation.

All allowances including Leave Travel Assistance (LTA) will be paid on monthly basis in Flexi pay.

New Joined employees will be added to GHI after three months from the joining date.

Chandanna



Vayavya Labs Pvt. Ltd.

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www.vayavyalabs.com



Annexure- B

You will be on probation for the first six months of your employment. During the probation period:

- Your designation will be **Trainee Engineer** and you will be paid a stipend of **Rs. 25,000/- (Rupees Twenty-five thousand only)** per month.
- You will be eligible for PF and ESI benefits.
- You will be required to perform your duties diligently to the satisfaction of your reporting managers/mentors.
- Periodic evaluation will be done based on inputs from the mentors and performance in the assignments.
- Your confirmation will be based on your performance during the probation period.
- Your engagement can be terminated with immediate effect and this offer will be made null and void if the Company feels that you are not performing up to the expected standards.
- You will be eligible for 1 leave per month.
- Any additional leave taken will be adjusted against the monthly payment.
- You shall not be eligible for any other employee benefits.

Annexure- C

At the time of joining, you are requested to submit the following documents:

- Photocopy of Aadhar Card
- Photocopy of Pan Card
- Three passport-size colour photographs
- Photocopy of valid Passport (1st and last pages)
- Photocopies of all Educational Certificates (starting from 10th standard.)

From: Omkar S

This is to certify that I have read this Offer Letter and understood all the terms and conditions mentioned therein, and I hereby accept and agree to abide by them.

I accept the above offer and would join on **30th July 2023**.

Chandanna



Signature:

Place:

Date:

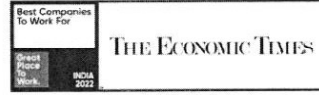
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Vayavya Labs Pvt. Ltd.

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www.vayavyalabs.com



Cadence Design Systems (India) Private Limited
Level 1, 2 & 3, Campus 4A & 4B, RMZ Ecoworld
Sarjapur-Marathahalli Outer Ring Road
Bengaluru – 560103, India



1st February 2023

Pallavi S
Vadigere, Joolapalya, Chikkaballapur
Karnataka-561207

Dear Pallavi,

We are pleased to offer you an internship to train with **Cadence Design Systems (India) Private Limited** at our premises at Level 1, 2 & 3, Campus 4A & 4B, RMZ EcoWorld-SEZ, Sarjapur – Marathahalli Outer Ring Road, Bengaluru – 560 103, India, for a period of 6 months, starting from **1st February 2023**. During this period you will receive a stipend of **Rs. 40,000/- per month**.

During your internship, you will be required to assist Cadence in such roles and functions as directed, from time to time. You shall however, not be performing any core business functions of Cadence. You understand and acknowledge that your internship with Cadence, is solely for your academic and professional experience and benefit. This offer to train with Cadence is subject to and conditioned on you signing Cadence's Trainee Invention and Confidential Information Agreement.

By accepting this internship, you agree not to work for any competitors of Cadence for a period of six months from the termination of your internship.

Please note that your internship is solely at the discretion of Cadence, and will not be construed as regular employment with Cadence, and does not create any acquired right or legitimate expectation of employment with Cadence, on termination of your internship.

Sincerely yours,

Bikash
Talent Acquisition Director

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Soldevanahalli Bangalore-560 107

Date: 07-Mar-24

Ref: LTTS/HR/ET/Mysore/617656

Pooja Db,
Bangalore, Karnataka
Mobile Num: 9481484880

Dear Pooja Db,

APPOINTMENT AS ASSOCIATE ENGINEER (TRAINEE)

"Congratulations! With reference to the interview you had with us, we have great pleasure in appointing you as an **Associate Engineer (Trainee)** with **L&T Technology Services Limited** (referred as 'Company' henceforth) on the following terms and conditions:"

1. Medical Fitness and Academic Requirement:

The offer is valid subject to you –

- a) Being found medically fit by the Company's authorized Doctor;
- b) Scoring minimum aggregate marks of 60% and above in 10th, 12th, Diploma (if applicable), 60% and above in Graduation and successfully completing final year degree examination in the first attempt.

2. Period of Training

The Period of training will be for **up to 15 months** from the date of initial commencement of training. First three months will be under classroom training with stipend of INR 25,000 / month, as an intern and next twelve months, post successful completion of classroom training, you will be on on-job training as Associate Engineer.

The training commences on **27th March 2024** and it is essential that you join on this date. please report to **Mr. Siddaraju S** (Human Resources – Employee Relations & Compliance) at the following address:

L&T TECHNOLOGY SERVICES LIMITED
Gate No.1 KIADB Industrial Area Hebbal, Hootagalli,
Mysore, Karnataka-570018
Venue: TS-1, Ground Floor, Conference room

Your exact department / location of posting will be decided solely by the Company after the initial Orientation Programme (Genesis). You may be placed at any Location/ including project sites / Department, Function, or Offices of the Company and /or its Associate / Subsidiary Companies.

After accepting our offer, if you do not report on the date of joining, this letter of appointment stands automatically withdrawn. However, the Company reserves its right to change the date of joining at any time.

The Company may, at its discretion, extend the period of training by such other period/s as it may deem fit based on the evaluation of your learning at any time during the said period. You may also note that the training period will not be reckoned as 'Service'.

3. Signing of a Training cum Service Agreement

You will be required to execute a Training cum Service Agreement to serve the Company for the period as determined by the Management.

4. Absorption

On successful completion of your training to the satisfaction of the Company, of which the Company shall be the sole judge, you will be placed in the Executive Cadre or an equivalent grade in any of the



Ref: LTTS/HR/ET/2023/Mysore/617656

Pooja Db

Departments / Offices of the Company. You will be treated as confirmed employee only when your services are confirmed in writing by the Company.

5. Salary

The remuneration comprising of Base Pay, Bonus and other elements, is subject to an annual review as may be decided by the Management Policy based on performance of individuals, team and company. Bonus Compensation earned and payable at a future date may be deferred or reduced, notwithstanding the achievements of the performance metrics, for unforeseen circumstances such as a pandemic like Covid-19, natural disasters or an act of God, that would adversely affect the business. The Base Pay amount may similarly be subject to deferment or reduction during the employment term subject to agreement by the Parties.

6. Provident Fund

You will be enrolled as a member of the Regional Provident Fund Organization from the day of your joining the Company.

7. Leave

You will be eligible for 'Leaves' as per the existing Leave Policy of the Company and as amended from time to time.

8. Working Hours

You will observe the working hours and holidays normally observed by the Department / Location you are assigned to. This may include working hours and holidays observed by the client.

9. Conduct

During your training, you will carry out all directions and instructions issued to you by the Company, its officers and representatives. You will have to carry out your duties and obligations diligently and faithfully. The course and manner of your training will be decided solely by the Company at its discretion, and you may be required to work, as part of your training, in any other Location/ including project sites / Department, Function, or Offices of the Company. In such case you will be governed by the terms and conditions of service applicable to the new assignment.

You shall not at any time engage in or be concerned with or be interested, directly or indirectly, in any business, work or activity other than that of the Company or commit any act prejudicial to the interests of the Company and/or its business.

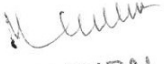
You shall abide by the internal regulations specified in the Company's 'Code of Conduct' which includes policies such as Confidentiality policy, Gift policy, Insider Trading and Policy on Prevention of Sexual Harassment and any future amendments and /or other policies which may become applicable from time to time. Any violation /breach of the above, shall call for consequence management, which may include as disciplinary action for those found guilty of such misdemeanors and may result in your services being terminated, without any notice, notwithstanding any other terms and conditions stipulated in this Offer letter.

Any invention or discovery made by you during the course of your training as ET / employment with the Company shall become the property of the Company and you shall forthwith execute such documents including assignment agreements as provided under applicable law for transfer of title to the Company to enable the Company to register the same as Company owned intellectual property and you shall not raise nor have any claim in respect thereof.

10. Termination of Appointment

- a) The Company may at its discretion give 30 days' notice, or an amount equivalent to stipend and allowances in lieu thereof and terminate this Appointment of training. You may terminate this

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Appointment by giving 30 days' notice in writing together with concurrent payment of the amount of liquidated damages to the Company as provided in your "Service Agreement". In the event of your giving a shorter notice, the Company shall have the discretion to adjust any leave due to you or will recover from you such amount from your dues towards the shortfall in notice period. In any event you will be required to complete the handing over process as may be reasonably required by the Company.

- b) The Company shall have the right to terminate this Appointment forthwith without any notice in the event of any of the following:
- Breach of any of the conditions of this Appointment;
 - Any misconduct on your part;
 - Failure to carry out any of your duties and obligations.
 - Unauthorized absence from or abstaining from attendance during training period.
 - If in the sole discretion of the Company, your continued association is / will be detrimental to the interests of the Company.

Provided further that, in the event of termination under Clause 10b, the trainee shall not be entitled to payment of any stipend, benefits or allowances except the statutory dues under applicable law.

11. Upon the determination of this Appointment of training for any of the reasons specified hereinabove in Clause 10 you shall be forthwith liable for performance of your obligations under the provisions of the "Training cum Service Agreement" furnished by you to the Company and the Company shall be entitled to forthwith enforce its rights there under at its discretion, without prejudice to any other rights that may be available to the Company.

12. Confidentiality of Contract

- You are required to treat, as 'strictly confidential' the affairs of the Company and its customers, of which you may be cognizant. The confidentiality must be maintained particularly about drawings, quotations, specifications and other manufacturing information, which you may have access to.
- You will treat the terms of this Appointment as confidential.

13. Disputes & Arbitration

Any dispute or difference or claim arising in connection with this Appointment shall be resolved by reference to arbitration by a sole arbitrator appointed by L&T Technology Service at its sole discretion. The arbitration proceedings shall be governed by the Arbitration & Conciliation Act, 1996. The language of arbitration shall be English. Each of L&T Technology Services or the Trainee / Employee shall be respectively entitled to approach the Court of competent jurisdiction for such interim reliefs as the Company or the Trainee / Employee may in its discretion deem fit. The venue of arbitration shall be at Mumbai and the Courts at Mumbai shall have exclusive jurisdiction. The award of the arbitrator shall be final and binding on the parties. The governing law shall be the laws of India.

14. Joining

On the date of joining please bring following documents in **Original** for verification along with **two sets of attested copies** [from a to i] of all the documents.

- Proof of age - either S.S.C. Certificate or School Leaving Certificate (Please note that no document other than the above will be acceptable for verification of Date of Birth)
- S.S.C & H.S.C or equivalent examination marks-sheets.
- Mark sheets of all the semesters / years of Diploma in Engineering. (This is applicable to those who have done their Engineering Degree after passing Diploma examinations)
- Mark sheets of all the examinations appeared (separately for each semester) 1st semester onwards, of Degree in Engineering. In case you are unable to produce marksheet pertaining to your final year engineering degree course, you will have to give a written declaration to produce the same within one month of your joining date failing which your training is liable to be terminated.



Ref: LTTS/HR/ET/2023/Mysore/617656

Pooja Db

- e) **Training cum Service Agreement and Guarantee documents along with** address proof of guarantors duly completed in accordance with the instructions provided in the instruction sheet.
- f) A Self-certified copy of your **Aadhar Card**.
- g) Four copies of your recent color photograph in passport size with Background in red color and two copies in stamp size.
- h) A Self-certified copy of your PAN Card
- i) Name of your Bank, IFSC Code, bank Account Number where your stipend & allowances have to be credited. Please provide a cancelled cheque leaf of your bank in support of this.

You will not be permitted to join if you fail to complete any of the other requirements specified above.

15. All communications / notices should be addressed to:

**L&T - Technology Services Ltd.,
Tower S1, 1st Floor, L&T Campus, Bellary Road,
L&T Realty Developers Limited SEZ,
Byatarayanapura Village, Next to GKVK,
Bengaluru, Karnataka - 560092**

16. Acceptance Letter

If this offer is acceptable to you, please sign and return to us immediately the duplicate copy of this letter in token of your acceptance of the terms and conditions. In case your acceptance is not received within **3 days (Three Days)** from the date of issue of this letter, the letter of appointment will automatically stand withdrawn.

You will keep us informed of your local / contact address & Email ID whenever there is any change.

We welcome you to our company and look forward to a long and fruitful association with you.

Yours faithfully,
For L&T Technology Services.,

Sambit Das
Global Head – Employee Relations & Compliance
Human Resources Department

I have read, understood and accept the terms and conditions herein and affix my signature hereunder in confirmation of acceptance of my appointment.

(SIGNATURE & DATE)
Pooja Db

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Soldevanahalli Bangalore-107


ANNEXURE

Name	:	Pooja Db	Designation	:	Associate Engineer(Trainee)
Grade	:	LTTS-2			

Salary Components	MONTHLY	ANNUAL
	(INR)	(INR)
Basic Salary	15,000	1,80,000
Flexible Benefit Plan (FBP)	14,000	1,68,000
Allowances & Reimbursements under FBP - House Rent Allowance - Meal Card - Education Allowance - Mobile Expense Reimbursement - Leave Travel Assistance (LTA) - FBP Balance	Eligibility under each of these components is mentioned in the attached FBP	
GROSS MONTHLY==>	29,000	3,48,000
Provident Fund (@ 12% of basic salary)		21,600
TOTAL FIXED COMPENSATION==>		3,69,600
Bonus		12,000
Annual Retention Bonus*		18,500
TOTAL COMPENSATION==>		4,00,100

* Annual Retention Bonus will be payable at the end of each year of service. Please note that, Annual Retention Bonus will be paid subject to your being actively employed by the Company on the date of payment and therefore, all future payments towards Annual Retention Bonus will be forfeited for those who have resigned and/or serving the notice period on or before the due date. The Company reserves the right to withdraw or reduce the Annual Retention Bonus amount at any time and for any reason whatsoever.

The above salary card will be applicable on completion of three months from the date of joining.


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Letter of Intent (LOI)

Superset ID: 3416414

Date: September 30, 2022

Dear Priyanka S M,

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 Cognizant's 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://campus2.cognizant.com/Pages/Prelogin>

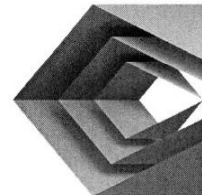
GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources


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Soldevanahalli Bangalore-560 107





Offer: Computer Consultancy
Ref: TCSL/DT20223300271/Bangalore
Date: 29/09/2022

Mr. Ravi Kumar L
#511st Main Road, 6th Cross,
Siddeshwara Layout, Sidedahalli,
Bangalore-560073,
Karnataka.
Tel# 91-9902687419

Dear Ravi Kumar L,

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 **Engineering & Industrial Services and Internet of Things (EIS & IOT)** 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 &

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TATA CONSULTANCY SERVICES

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

[Signature]
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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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2

TCSL/DT20223300271

TATA CONSULTANCY SERVICES

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

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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 ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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

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Soldevanahalli Bangalore-560 101



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.

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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

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

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

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GROSS SALARY SHEET

Annexure 1

Name	Ravi Kumar L
Designation	Assistant System Engineer-Trainee
Institute Name	Acharya Institute Of Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

BETSOL
Bengaluru, India

Dear Sahana J Bhandary,
Address: Chandady house alike post and village bantwal
Taluk, Dakshina kannada 574235
Mobile: 8296271217
Email: Sahana.bhandary99@gmail.com

EMPLOYMENT AGREEMENT

We are pleased to offer you employment as **Customer Support Executive** with BETSOL or any of its affiliates (including BETSOL LLC.) (Hereafter referred to as "BETSOL" or the "Company") commencing on or before, **Tuesday, 14th November 2023**. The terms and conditions of employment are as follows:

Compensation

Your cost to BETSOL will be **INR 25,417/- per month**. This brings your total compensation to **INR 3,05,000/- per annum**. Your total compensation will be comprised of annual base salary, flexible benefits, bonus, gratuity, and provident fund.

To facilitate salary disbursement and other employment-related financial transactions, all employees are expected to maintain an account with HDFC Bank. By accepting this offer of employment, you agree to either share your existing HDFC salary account or to provide the necessary information and complete the required documentation to open and maintain a HDFC Bank account.

Note: Your employment with BETSOL is contingent on passing a pre-employment background check.

Allowances and Pre-requisites

Other monthly/annual allowances, reimbursements, benefits and pre-requisites applicable to you are described in the annexure to this letter. Detailed policies/procedures/rules and regulations governing the monthly/annual allowances, reimbursements, benefits and pre-requisites will be given to you in the Employee Handbook on the day of joining.

Annual Leave Entitlement

You will be entitled to 15 working days of Earned leave each year of service in addition to the 5 Restricted holidays and 9 Sick/Casual leaves. New employees are entitled to annual leave calculated on a pro-rated basis from the commencement date to the end of the fiscal year.

BETSOL shall, during the term of this Agreement, provide Employee with benefits which are subject to change in accordance with the standard health and benefit policies at the BETSOL's discretion

K. S. Srinivas
Principal
ACHARYA INSTITUTE OF TECHNOLOGY
Siddavanhalli Bangalore-560 101



Offer: Computer Consultancy
Ref: TCSL/DT20223233444/Bangalore
Date: 29/09/2022

Mr. Sai Sreeram Gadde
#D-101, Amaravathi Pg, Near Acharya College,
Near Prime Stationery,
Bangalore-560090,
Karnataka.
Tel# -9845255737

Dear Sai Sreeram Gadde,

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 **Engineering & Industrial Services and Internet of Things (EIS & IOT)** 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.

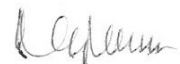
After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory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

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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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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 ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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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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.

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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

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

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

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

[Handwritten Signature]
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ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 111



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

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

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

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GROSS SALARY SHEET

Annexure 1

Name	Sai Sreeram Gadde
Designation	Assistant System Engineer-Trainee
Institute Name	Acharya Institute Of Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Signature
Principal
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Soldevananalli Bangalore-56



06th Sep 2023

Sandeep J(TNL21921151)

INCREMENT LETTER

Dear Sandeep J,

We are pleased to inform you that your total compensation will be revised to INR **800000** with INR **500000** being the fixed component and INR **300000** being the performance-linked variable component.

This would be effective from **12-Aug-23** Also, your revised salary structure is given in *Annexure 1*.

Once again, we thank you for your contributions towards the organization and hope to continue this amazing journey together.


Keep Learning, Keep Winning.
With Best Regards,



Deeptha AR

Head – Human Resources

BYJU'S – Think & Learn Pvt. Ltd.


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Annexure 1 – Revised Annual Compensation Breakup

Sandeep J(TNL21921151)

Component	Amount
Basic Salary	250000
House Rent Allowance	125000
Statutory Bonus	16893
Employer Provident Fund	21600
Employer ESIC	15059
Leave Travel Allowance	71448
Meal Coupon	0
Mobile and Broadband Allowance	0
Research Allowance	0
Fuel Allowance	0
Driver Allowance	0
Special Allowance	0
Fixed Compensation	500000
Variable Pay	300000
Total Salary	800000

PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges per month towards Employee PF deduction), will be included in above mentioned CTC


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MHI CMTI Drishti - Trainee - Selected Candidate

1 message

Internship, CMTI <internship@cmti.res.in>

Thu, 28 Dec 2023 at 5:07 pm

Cc: Vinay Kumar P V <vinay@cmti.res.in>, AshaRUpadhyaya cmti <asha@cmti.res.in>

Dear Aspirant,

Greetings of the day

We are pleased to inform you that you are **shortlisted** for undergoing the MHI - Trainee Programme @ CMTI.

Selected students are advised to report to CMTI from 02nd January 2024 onwards.

You are hereby advised to send a **Confirmation E-mail** at the earliest.

You may please note the following:

- This is for aspirants opting for Physical mode only.
- Trainees would be working on real-time projects, from Monday – Friday tentatively between 8:30 am to 5:30 pm.
- Trainees have to make their own accommodation arrangements as the hostel facility is not available.
- If you do not report/respond by the above date, we presume that you are not interested in the above position and the opportunity will be provided to other eligible candidates.
- Monthly stipend will be credited only to your aadhaar-linked **State Bank of India** bank account only.
- We advice you to share your updated resume to your mentor.
- On the last day, reports have to be submitted to Mentors, AEAMT and Library.
- Enrollment to CMTI-DRISHTI portal.
- During the program your Mentors / Guide will be your single point of contact.
- You are eligible for 1 day leave after the completion of every month
- Postgraduate students receiving financial assistance from the Government of India are **not eligible** for stipend.
- Two minutes short video of your experience during project work should also be submitted.
- You are advised to take Library membership (Rs.590/- inclusive of GST @ 18%).
- Documents to be submitted at the time of reporting (**pending if any**) - **one set of photocopy (Original documents** to be produced for verification):- Marks cards (All previous semesters), **Provisional Degree Certificate**, provisional result sheet (with attestation), caste certificate (should be in Central Government Format), Aadhar

Sangeetha NK

S. S. Ram
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Soldevanahalli Bangalore-560

card, SBI Bank passbook (Aadhaar linked account), two passport size Photo, PAN Card. If marks cards are submitted to the college administration, you are requested to submit us a copy of attested documents signed by college officials. Wherever percentage marks or CGPA is not available candidate have to furnish the grades and equivalent percentage / CGPA.

- Aspirant has to follow Covid rules in the premises.

Enclosures attached: Provisional Degree Certificate Template.

Awaiting an early reply.

All the very best for future endeavors.

—

Thanks and Regards
Maithravathi J
Library/AEAMT
9449842696

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Soldevanahalli Bangalore-560 107

OL No: TN9118

Date : 28 February 2023

Dear **Sanjay S D,**

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Academic Counsellor**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Date of Joining : 2 March 2023

Training Period : 2 March 2023 to 11 March 2023

OJT Start Date: 12 March 2023

OJT End Date: 11 September 2023

Location of Training: Bangalore

Stipend: INR **15000** Per Month

Incentives : INR **10000**

Target: **180000** INR per month.

Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **2 March 2023**.

SIGNATURE: _____
(Candidate's Signature)

DATE: _____

TEACHNOOK EDUTECH

No: 592, 3rd Block, Koramangala, Bengaluru, Karnataka 560068
info_hr@teachnook.com Mob: +91 90190 30545

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Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- During the training period you will receive all the benefits that are entitled for trainees.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

TEACHNOOK EDUTECH

No: 592, 3rd Block, Koramangala, Bengaluru, Karnataka 560068

info_hr@teachnook.com Mob: +91 90190 30545

Signature
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107



Dear Sanketika Sharan,

Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the TCS Offer Letter with you.

Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter:

1. Connect to the internet and click on the link: <https://nextstep.tcs.com>.
2. Login to the system using your Login Credentials.
3. To accept the offer letter, click on Offer Letter.
4. Click on I Accept button to accept the offer
5. Once you accept the offer letter, you can download the same.

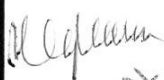
We will be in touch with you to keep you abreast of the latest happenings at TCS.

Looking forward to hearing from you soon!

For any query, please contact 1800-209-3111 (toll free)
/ ilp.support@tcs.com

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

TCS NextStep (<https://nextstep.tcs.com>) can also be accessed from Android and iPhone.


PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Shreevanahalli, Bangalore-56



Offer: Computer Consultancy
Ref: TCSL/DT20223165387/Bangalore
Date: 28/09/2022

Mr. Shaurya Srivastava
Acharya Institute Of Technology , BengaluruSoladevanahalli,
Sarvepalli,
Bengaluru-560090,
Karnataka.
Tel# 91-9415890386

Dear Shaurya Srivastava,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** 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 & Conditions). You will also be issued a letter of appointment at the time of your joining after

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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[Signature]
PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-56



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 INR **15,000/-** 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 INR **7,500/-** 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 INR **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.



4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR **4,300/-**. 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.

Performance Bonus

Your Performance Bonus will be INR **3,100/-** 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.

Performance Bonus 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 Performance Bonus.

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

CITY ALLOWANCE

You will be eligible for a City Allowance of INR **400/-** per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR **70,000/-** payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

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 ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.



OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

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

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



Withdrawal of Offer

If you fail to accept the offer from TCSL within 3 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

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

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

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GROSS SALARY SHEET

Annexure 1

Name	Shaurya Srivastava
Designation	Systems Engineer
Institute Name	Acharya Institute Of Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
2) Performance Pay		
Monthly Performance Pay	4,300	51,600
Performance Bonus*	3,100	37,200
3) City Allowance	400	4,800
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
TOTAL GROSS	51,844	7,00,022
Xplore/ Learning Incentive****		Upto 60,000

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

* Amount depicted will be paid-out on a quarterly basis.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,272	2,07,264
GROSS BOUQUET OF BENEFITS	26,522	3,18,264

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Soldavanahalli Bangalore-560 107



Private & Confidential

November 28, 2023

Sidhi Jain

Bangalore

Dear Sidhi,

Sub: Internship Offer

We are pleased to offer you an internship at Itron India Pvt. Ltd. in the Sales - Gas department, subject to terms and conditions discussed with you and subject to your acceptance and written acknowledgement of the terms and conditions of this offer and the Employee Invention and Disclosure NDA.

The start date of the internship program will be December 1, 2023 and you will be reporting to **Govindaiah, Srinivas R** located at **Bangalore** office, employed by **Itron India Pvt. Ltd.**

You will be paid a monthly stipend of INR 25,000.00, subject to applicable taxes. As an intern you will receive "Temporary Employment" status. As a temporary employee, you will not receive any of the employee benefits that a regular full-time employee of the company will be entitled to, including, but not limited to, health insurance, vacation or sick leave, paid holidays & incentive programs.

Your internship is expect to end on 01/06/2024. However, your internship with the company is "at will", which means either you or the company may terminate your internship at any time, with or without cause and notice.

During your employment, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of internship, you acknowledge that you must keep all this information strictly confidential and refrain from using it for your own purpose or from disclosing it to external parties. In addition, you agree that, upon conclusion of your internship, you will immediately return to the company all its property, equipment and documents including electronically stored information.

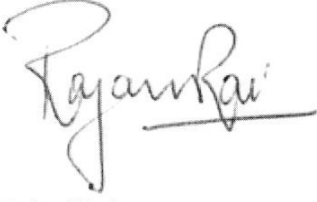
We look forward to you joining our Company and to many years of useful collaboration.

Your faithfully

Itron India Pvt. Ltd.

If this offer letter meets your approval, please electronically accept and sign the offer and then print and sign the attached NDA and email back to gitanjali.sahu@itron.com on or before November 30, 2023.

Sincerely,



Rajani Rai
Sr Mgr HR Business Partner

By my eSignature below, I am electronically signing this document. I hereby certify that I have read, fully understand and agree to comply with all terms and conditions and that for purposes of indicating my acceptance, an electronic signature is no different than a manual signature.



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ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

October 6, 2023

Dear Sneha,

We are pleased to make you an offer of employment at Firstsource Solutions Limited("Company"), for the position of CSA, Associate at the company's Bangalore office.

The break-up of the salary offered is provided below:

COMPONENT	AMOUNT (Rs)
Basic	Rs6,700.00
Special Allowance / FBP	Rs4,782.00
House Rent Allowance	Rs3,350.00
Conveyance	Rs1,600.00
Medical	Rs1,500.00
Statutory Bonus	Rs3,117.00
GROSS SALARY	Rs21,049.00
PF (12% of Basic) – Co. Contribution	Rs804.00
Gratuity(4.8% of Basic)*	Rs322.00
ESI (3.25% of Gross) - Co. Contribution	Rs0.00
RETIRALS	Rs1,126.00
FIXED SALARY (p.m.)	Rs22,175.00
FIXED SALARY (p.a.)	Rs266,100.00
Performance Pay (p.a)**	Rs12,000.00
TOTAL ANNUAL CTC (p.a)	Rs278,100.00

A. Statutory Applicability and other Allowances:

- Gratuity will be paid in accordance with the Payment of Gratuity Act, 1972;
- Provident Fund contribution will be in accordance with the Employees' Provident Fund and Miscellaneous Provisions Act, 1952;
- Statutory bonus will be paid in accordance with the Payment of Bonus Act, 1965;
- Taxes as per the Income Tax Act, 1961 will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

B. Appointment Details:

Date of joining	October 16, 2023
-----------------	------------------

Statutory deductions & payments will be applicable in accordance with your eligibility under law, Any incentive / performance / variable, pay will be applicable as per your eligibility under company policies.

Sneha HM

You will be given an appointment letter with the terms and conditions of your employment if you accept this offer and are appointed in the Company.

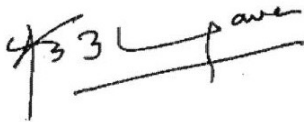
Your appointment in the Company is subject to the submission of documents as requested and a successful background verification check which will be conducted by the Company.

This offer is valid till October 16, 2023 from the date of issue for your acceptance and will be rescinded by the Company in the absence of acceptance by you.

We hope that your association with the Company will be a long and fruitful one.

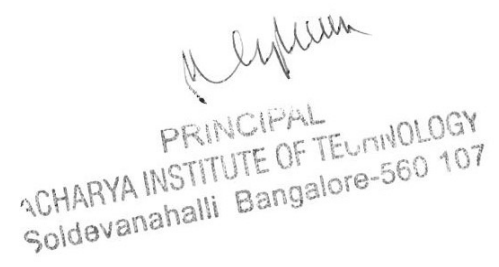
Thanking You,

For Firstsource Solutions Limited

A handwritten signature in black ink, appearing to read 'Anshul Bhargava', written over a horizontal line.

Anshul Bhargava

Global Head – Human Resources

A handwritten signature in black ink, appearing to read 'Principal', written above a rectangular stamp. The stamp contains the text: 'PRINCIPAL', 'ACHARYA INSTITUTE OF TECHNOLOGY', and 'Soldevanahalli Bangalore-560 107'.



Mu Sigma

Date: July 12, 2023

Sneha Sristi
Candidate ID: C20231708
Acharya Institute of Technology

Dear Sneha,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066
Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com
CIN: U74140KA2005PTC036309



Mu Sigma

Your Decision Sciences Journey with us – Overview & Structure

During your course of employment, you will be learning and delivering value real-time every day.

Up to 120 Days: Induction & Training

You will undergo an immersive training in Mu Sigma's unique **Art of Problem Solving (AoPS™)** ecosystem to develop a problem-solving mindset that combines math, business, and technology with behavioral sciences & design thinking. You will be mentored to elevate your mindset, skillset, toolset, and you will be groomed by Decision Sciences practitioners who are abreast of current industry challenges and real-world problems, with access to Mu Sigma proprietary tools and central learning repository.

At the end of the program, you will be equipped with an experimentative, learning-driven and interdisciplinary approach to problem-solving and **you will be ready to be allocated in different fulfillment or enablement teams at Mu Sigma.**

Trainee Decision Scientist Journey

During your journey as a Trainee Decision Scientist, you will explore a wide range of cross-industry and cross-functional real-world problems with Fortune 500 customers across multiple industry verticals and business horizontals. You will have a 360° view to problem-solving and will experience the full life-cycle of a problem, all the way from problem-definition to solution implementation within the customer organization. You will observe first-hand, the impact of your work on the decisions of leading global organizations and innovate closely with the CXOs and senior leadership of industries.

Apprentice Leader Journey

Subject to satisfactory performance, you will be promoted to an Apprentice Leader (AL). As an AL, you will be a member of Mu Sigma's leadership community. You will be tasked with driving revenue growth, managing key accounts and customer relationships, mentoring Trainee Decision Scientists (TDS), and contributing to organizational initiatives.

Mu Sigma Business Solutions Private Limited

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CIN: U74140KA2005PTC036309



Mu Sigma

TERMS & CONDITIONS

Joining Date:

- We are pleased offer you the position of Trainee Decision Scientist with **Mu Sigma Business Solutions Private Limited** ('Company') from an effective start date of **August 05, 2023** ('Effective Date').

Compensation:

- Once you execute the contract of employment and come on rolls of the Company on the communicated employment start date, your Cost to Company as mentioned in the Annexure 1.

Medical Insurance:

- In addition to the above, you will also be eligible for Medical Insurance covering hospitalization expenses of up to **INR 300,000** for you and up to three of your dependents defined as per Company medical insurance scheme.
- Critical Illness benefit cover: This will be in the form of a one-time payment of sum insured as per the company policy. This payment will be made only on the first instance of critical illness in the lifetime of the employee. This is applicable only for the employee.

General:

- This letter shall be a mere invitation to offer ("Offer Letter") and the acceptance of this Offer Letter is not to be considered as a binding contract guaranteeing employment for any specific duration. The Company reserves the right to vary or alter the terms and conditions of this Offer Letter and the right to revoke this Offer Letter without cause and without notice period of such revocation up to any time.
- You will be required to submit documents such as educational certificates, ID proof / Address proof, Aadhaar card, photographs. PAN etc. in due course and execute agreements, which includes standard non-disclosure and inventions assignment agreements and appointment letter/contract of employment between you and the Company.
- You may write to us at campus_india@mu-sigma.com for any queries regarding this offer.

Mu Sigma Business Solutions Private Limited

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CIN: U74140KA2005PTC036309



Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name

Signature

Date

Deepa S. Mahesh
PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

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CIN: U74140KA2005PTC036309



Mu Sigma

Annexure 1

S.No	Particulars	2024	2025	2026	2027	CTC over 4 jumps
1	Total compensation on Joining till Dec 2024	5,00,000 (PA)				
2	1 st Jump - Jan 2025 Compensation Revision		6,50,000 (PA)			
3	2 nd Jump - Jan 2026 Compensation revision			8,00,000 (PA)		
4	3 rd Jump - Jan 2027 Compensation revision				10,50,000 (PA)	
5	Total Cost to Company					30,00,000

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

K. Srinivas
PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

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CIN: U74140KA2005PTC036309



Offer: Computer Consultancy
Ref: TCSL/DT20222832422/Bangalore
Date: 29/09/2022

Ms. Sreeja L
Vidyasiri Girls Pg ,Achith Nagar,
Soladvenahalli,
Bengaluru-560107,
Karnataka.
Tel# 91-8296006591

Dear Sreeja L,

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 **Engineering & Industrial Services and Internet of Things (EIS & IOT)** 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 &

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TCS Careers Serviceline: 1800 209 3111 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.



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 ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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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TATA CONSULTANCY SERVICES

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Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



1. 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.

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4

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



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

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile
to validate the offer letter

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

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



GROSS SALARY SHEET

Annexure 1

Name	Sreeja L
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Apex Fund Services LLP,

NOB Building, First Floor, Office No 102,
Sector A-2, S No.154/6, Blue Ridge, Hinjewadi,
Pune-411047, Maharashtra

LLPIN: AAL-4130

Email Id: apex@apexfunds.in

Phone No.: +91 (0) 20 6740 0202

09 February 2023

Srijan Shashwat

S/O Late Bidhu Shekhar Prasad

House, No 420, Behind Women's College

Science Block, New Nagra Toli, Lalpur

Ranchi, Jharkhand - 834001

Subject: Offer Cum Appointment Letter

Dear Srijan,

Functional Title: **Management Associate Level 1**

Corporate Title: **No Corporate Title**

We are pleased to offer you the role of Management Associate Level 1 for Apex Fund Services LLP ("the Organization"), and therefore consider this letter as the official document outlining the terms and conditions of your employment.

The position of Management Associate Level 1 is being offered on full time permanent basis with effect from 20 February 2023 (Commencement Date). The employment offer is subject to a probationary period of six (6) months from the commencement date. The probationary period may be extended at the discretion of the management. You will be informed in writing of any such extension, completion or termination upon the end of the Probationary Period.

Upon successful completion of the Probationary Period, the provisions in Clause 8 will apply in respect of termination of employment.

Being employed in the position of Management Associate Level 1, you will be reporting into Amit Kumar, or any such other person as required by the Organization from time to time

Your annual cost to the Organization shall be of INR 6,50,004 payable proportionately on a monthly basis, paid directly into your bank account on 27th of every month, or any other day as may be determined by the Organization. All payments by the Organization shall be subject to statutory deductions, tax and contributions. Please refer to **Annexure 1** for the breakdown of your salary. Annual increments may be awarded at the Organization's sole discretion, subject to affordability



Apex Fund Services LLP,
NOB Building, First Floor, Office No 102,
Sector A-2, S No.154/6, Blue Ridge, Hinjewadi,
Pune-411047, Maharashtra
LLPIN: AAL-4130
Email Id: apex@apexfunds.in
Phone No.: +91 (0) 20 6740 0202

////////////////////////////////////

The terms and conditions of your employment with the Organization are set out within the **Annexure 2** to this letter.

Please note that this offer for employment is contingent upon your full and complete disclosure to the Organization 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 Organization in this offer for employment.

The Organization reserves the right to withdraw this offer or terminate your employment without any obligation whatsoever in the event that it determines or believes that any contractual or other obligation may limit your ability to engage in business activities for the Organization.

Further note that this offer for employment is subject to successful background verification including producing all the original documents including but not limited to your education and work-experience credentials at the time of joining. Should you fail to provide original documents or there is negative report in your background verification, Apex reserves the right to terminate this employment contract and would not be liable for any payment or notice in lieu thereof.

Further you consent to the background verification conducted by Apex by itself or through third parties, including sharing of documents including but not limited to your education, previous experience, address, KYC documents etc. with the third party for background verification.

If you wish to accept our offer, terms and conditions, please sign and return a copy of this letter (along with the annexures) by Monday, February 13, 2023, to the undersigned.

Please treat this letter and its contents as strictly confidential and do not disclose the same to any person or entity without the Organization's prior written consent. Your salary and benefits are confidential and you should refrain from discussing it with other employees of the Organization.

Yours sincerely

Prabhu Sundaresan
Head of Human resources
Apex Fund Services LLP, India.

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Soldevanahalli Bangalore-560 107



Offer: Computer Consultancy
Ref: TCSL/DT20223094978/Bangalore
Date: 29/09/2022

Mr. Sudeep S D
#71st Cross,
Achit Nagar, Soldevanahalli,
Bengaluru-560107,
Karnataka.
Tel# 91-8147564696

Dear Sudeep S D,

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 **Engineering & Industrial Services and Internet of Things (EIS & IOT)** 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 &

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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 3111 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.



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 ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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

TCS Careers Serviceline: 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)

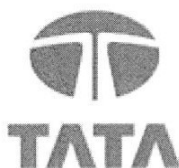
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed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



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

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

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

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GROSS SALARY SHEET

Annexure 1

Name	Sudeep S D
Designation	Assistant System Engineer-Trainee
Institute Name	Acharya Institue Of Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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[Signature]
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Provisional offer of Employment

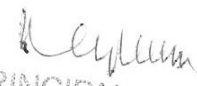
Dear **Ms. Supriya Girish**

It gives us immense pleasure in inviting you to join Hala Infosec as one of its valuable members. We believe that startups grow, and flourish fuelled by the enthusiasm and energy of the people who are willing to invest into the future. We therefore believe that all our employees are truly our EMPLOYEES. We are happy that you are one such associate joining us in our effort to create a truly global corporation.

You will be designated as “Security Analyst - I” and Your position will carry a gross compensation value of **Rs. 4,00,000/- per annum**.

We would like you to join our Organization at Hyderabad. Accordingly, this offer of employment will remain valid till 29th August 2023. Please sign and return the duplicate copy of this letter or acceptance reply in token of your acceptance.

We welcome you to the Hala Infosec family and look forward to a long and mutually beneficial association. Kindly note that this is Provisional Offer Letter. We will send the detailed offer letter at the time of joining.


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Soldevanahalli Bangalore-560 107



placement ece <placement-ece@acharya.ac.in>

Update on Employment Status

S Dhisley, Sushmitha (CW) <sushmitha.s-dhisley@hp.com>
To: "placement-ece@acharya.ac.in" <placement-ece@acharya.ac.in>

Fri, Dec 29, 2023 at 12:35 PM

Dear Sir/Mam,

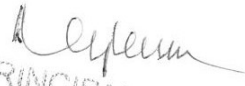
I trust this email finds you well. I am writing to inform you that I have recently started a new position at HP Inc. effective November 3rd. I wanted to express my gratitude for the opportunities and experiences I gained during my time at Acharya Institute of Technology.

I appreciate the support and guidance I received from the faculty and staff, and I am confident that the skills I acquired at your institution will contribute to my success in my new role at HP Inc.

Thank you once again for being an integral part of my academic journey.

Best regards,

Sushmitha S Dhisley


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Soldevanahalli Bangalore-560 107

Consultant Agreement

This agreement dated 8 November 2023 is made by and between REConnect Energy Solutions Limited whose registered office address is V K Kalyani, No.22, 7th Floor, Sankey Road, Bengaluru - 560020, Karnataka, India, referred to as Company AND **Syed Mohsin, S/O, _____, aged _____ whose address is _____, referred to as Consultant.**

The company hereby employs the Consultant to perform the following services in accordance with the terms and conditions set forth in this agreement. The Consultant will consult the officers and employees of the company concerning matters relating to the management and organisation of the company, their financial policies, the terms and conditions of employment, and generally any matter arising of the business affairs of the company.

Your title and start date will be as indicated in Annexure A. You will be based in Bengaluru, and to carry out various activities in the IoT Department related to DCU Configuration and where the Company carries immense interest into.

You are required to work exclusively for the Company unless you obtain prior written permission from the Company with respect to any other external engagement, business activity with or without remuneration for such activity. Although your engagement will be with the Company, you may be seconded from time to time to other group companies of REConnect at the Company's discretion. During your engagement, you may be required to work from any other office that the Company or REConnect (the Group) may establish in India. In such circumstances, the Company will provide you travel and other assistance, as is customary business practice.

During your active engagement with the Company, you will be eligible for **PROFESSIONAL SERVICE FEES** as indicated in the **Annexure A**, subject to the following terms and conditions:

- The fixed pay and other terms are set out in Annexure A hereto. Your fixed pay less applicable deductions/ withholding taxes, as applicable per the governing regulation.

- Your fixed pay may change at the discretion of the Company, upon advance written notice to you. Please note that your fixed pay includes certain monthly allowances/reimbursements as set out in **Annexure A**.

If you wish to discontinue from your association with the Company, you are required to provide a written notice of "termination of services" and serve a notice period of **TWO weeks**. Further, if the Company decides to discontinue with your professional services, it shall follow the same process as regards to the notice period. The Company may elect, but shall not be obliged to, terminate your engagement prior to the expiry of the notice period, and make a payment in lieu of notice. The above conditions will not apply if the engagement is terminated due to the following clauses:

- Material neglect or material failure to perform your job, duties and responsibilities assigned.
- Your failure or refusal, after due notice, to comply with lawful policies and directives of the Company.
- Your material breach of any contract or agreement between you and the Company, or your material breach of any statutory duty, fiduciary duty or any other obligation that you owe to the Company.
- Your commission of an act of fraud, theft, embezzlement or any other criminal offence against the Company or your engaging in unprofessional, unethical or other intentional acts that materially discredit the Company or are materially detrimental to the character, standing or reputation of the Company or any of its past or present directors or employees.
- Your indictment, conviction or guilty plea with respect to any felony or crime of moral turpitude.
- The discovery that you provided any false or misleading information that played a part in the Company's recruitment decision with respect to you.

You agree that during the term of your engagement with the Company and within six months from the cessation thereof, regardless of the reason of cessation of the engagement, you will not, directly or indirectly, on your behalf or in conjunction with any person or legal entity, solicit or induce any employee of the Company to cease their engagement relationship with the Company.



REConnect Energy Solutions Limited
(formerly known as REConnect Energy Solutions Pvt Ltd.)
CIN : U72100KA2010PLC156244

☎ : +91-8882-440-440
✉ : info@reconnectenergy.com
🌐 : www.reconnectenergy.com

You further agree that during the term of your engagement with the Company and within one year from the cessation thereof, regardless of the reason of cessation of the engagement, you will not, directly or indirectly, on your behalf or in conjunction with any person or legal entity, solicit or induce any existing client or a potential client with whom the Company was in conversation at the time of such cessation or in the last six months prior to such cessation, to cease or alter their relationship with the Company.

In the course of your engagement with the Company, you may become aware of information that is confidential in nature, and may harm the Company's business interest if shared. This includes details of clients, potential clients, pricing and business terms, business practices, current and future business plans, and other information which may be considered Confidential. You hereby confirm that you shall keep such information confidential and you will not disclose such information directly or indirectly to any person or legal entity, without the prior written consent of the Company. If you are required by any court or under a judicial process to disclose such information you shall immediately notify the Company of such a disclosure requirement. This clause shall apply during your engagement with the Company and after its cessation.

During the course of your engagement, as part of performing your duties, you may develop intellectual property in the form of work documents, models, calculations, software tools, algorithms, databases, or any other information or work product, whether patented, copyrighted, or not. You agree that this will be the property of the Company and you shall not share, disseminate or use for non-Company purposes such intellectual property without the prior written consent of the Company during your engagement with the Company or after its cessation.

You are required to maintain confidentiality of compensation and benefits information, and you will not share this information with anyone except immediate family members and when required by law.

Please note that the engagement is of fixed term and that either you or the Company may terminate the engagement relationship at any time and for any reason, subject to the notice period clause. Any payment that may be due to the Company by you upon the termination of your engagement with the Company be reduced from any amount payable to you by the Company, at the Company's discretion.



📍 **Registered Office & HQ :**
V.K. Kalyani, #22, 7th Floor,
Sankey Road, Bengaluru - 560020
Karnataka, INDIA

📍 **Other Locations :**
Gurugram, Mumbai, Chennai, London



REConnect Energy Solutions Limited
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🌐 : www.reconnectenergy.com

The terms and conditions of this consultant agreement shall be governed and interpreted according to the laws of India. Any dispute, controversy or claim arising out of or in connection with this contract of engagement shall be resolved by binding, final arbitration in Indore, pursuant to the Rules of Arbitration applicable in India. The language of arbitration shall be English.

We are enthusiastic and pleased that you are going to be a part of REConnect. We hope that your association with us is of mutual benefit, learning and growth. To accept this offer, please sign it on every page (including Annexure that is enclosed) and return it within five days from the date of the agreement. A copy of the letter is also enclosed for your records.

We look forward to working with you.

For REConnect Energy Solutions Ltd.

Ambika C
Assistant Manager-HR & Administration
November 24, 2023

I _____, hereby accept the terms and conditions mentioned in the Consultant Agreement.

Consultant Name:

Date & Place:

Signature:

End-of-Document

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Soldevanahalli, Bangalore-560 107



📍 Registered Office & HQ :
V.K. Kalyani, #22, 7th Floor,
Sankey Road, Bengaluru - 560020
Karnataka, INDIA

📍 Other Locations :
Gurugram, Mumbai, Chennai, London

Annexure - A

The following compensation items are subject to the terms and conditions of your Consultant Agreement, of which this annexure is an integral part. All payments are subject to applicable tax deductions required under the law.

Nature of Engagement	DCU Configuration
Designated as	Support Engineer
Term	The services to be provided under this agreement shall be for a period of Six months commencing from November 27, 2023 till May 24, 2024 or unless a notice of termination is given by either of the parties as mentioned in the agreement.
Professional Fees	Fixed Pay -16500 /- subject to tax deductions
Billing Cycle	Monthly Billing Invoices subject to approval from the Reporting Manager and the HR
Payment Clearance	Within 10 days upon receipt of the tax invoice, subject to payment formalities at the bank. Invoice shall contain monthly Timesheet and task report to the HR
Deliverables	Monthly Report summarizing weekly progress on various IoT activities and related activities to be shared with the RM
Reimbursement of Expenses	Reasonable business expenses towards travel, accommodation, boarding, lodging and mobile bills shall be reimbursed upon receipt of original bills and reimbursement claim forms as issued by the company from time to time. The governing principles for all such reimbursement claims shall be as per the Company Human Resource Policy(the HRP) & subject to approval by the RM issued from time to time.
Reimbursement Limits	As per Job Group #12 as outlined in the Company HRP.



53, 54 Sai Kirtan Enclaves

1st main 2nd cross, Lakshminagar

J P Nagar 7th Phase Bangalore 560078

www.archipeltechnologies.com

Phone: (91) 96115 12281

Dec 22, 2023

Mr. Varun T,
Bangalore, Karnataka, India.

Dear Varun,

Congratulations. We are delighted to inform you on your success with the **ARCHIPEL TECHNOLOGIES PRIVATE LIMITED** interview.

We are pleased to extend you an offer as **Intern Software Developer** with our organization.

ARCHIPEL TECHNOLOGIES is committed to being one of the most respected and valued service providers globally. To that end we take great care in hiring the highest quality of professionals. By joining **ARCHIPEL TECHNOLOGIES** you will find yourself in the company of some the best talent in the industry that is fun to work with. We trust you will give your best to help the company succeed and in turn the company will help you achieve in your own personal career goals.

Below you will find the details of this offer, including any associated terms and conditions:

Effective Date If you accept this offer, your date of internship will be effective **22 DEC 2023**. You will be required to report to office on this day at 09:00 am.

Position/Designation **Intern Software Developer**

Supervisor Your immediate supervisor will be assigned at the earliest

Work Hours **ARCHIPEL TECHNOLOGIES PRIVATE LIMITED** standard operating hours are: Monday-Friday, 10:00am to 7:00pm (client may have different working hours)

Verification Credentials This offer is subject to verification of your credentials, employment and salary history. The company may engage a third party service provider to verify the declarations

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made by you during the recruitment process. If any information you provided is discovered to be false, the company reserves the right to withdraw the offer without any compensation. Further during the course of your employment if any information furnished by you is found to be incorrect or if you have suppressed material information regarding your qualifications and experience, the company may immediately terminate your services without notice or compensation. We also ask that you resolve any non-competition disputes / post-employment restrictions you may have with any prior employer.

Work Location

Your primary work location would be Bangalore office. However, based on the project requirement or business needs, associates may be required to travel to client locations or our other offices in India and Abroad.

On occasion, we may ask our associates to relocate to another **ARCHIPEL TECHNOLOGIES** office. In such cases, **ARCHIPEL TECHNOLOGIES** will provide the required support and time for planning the relocation. Upon signing this agreement, the associate understands such requirement and agrees to, within reason, honor any business need that may arise.

Probationary Period

Your internship will be for the period of 3 months from the start date which will be extended for next 3 months based on your performance. After 6 months as intern, you will be converted as full time employee if your performance is satisfactory.

Confidentiality

You will hold confidential/ proprietary information/ trade secrets in confidence and degrees that it shall be used only for the contemplated purpose, and shall not be used for any other purpose or disclosed to any third party under any circumstances whatsoever. You will not, at any time without the consent of the management, disclose or make public, any information regarding the company affairs/ administration/ research carried out, whether the same may be confided to you or become known to you, in the course of your service or otherwise.

You agree that all information, whether or not in writing, concerning the company's business, technology, business relationships or financial affairs which the Company has

not released to the general public (collectively, "Proprietary Information") is and will be the exclusive property of the company. By way of illustration, proprietary Information may include information or material which has not been made generally available to the public, such as: (a) corporate information, including plans, strategies, methods, policies, resolutions, negotiations or litigation; (b) marketing information, including strategies, methods, customer identities or other information about customers, prospect identities or other information about prospects, or market analyses or projections; (c) financial information, including cost and performance data, debt arrangements, equity structure, investors and holdings, purchasing and sales data and price lists; and (d) operational and technological information, including plans, specifications, manuals, forms, templates, software, designs, methods, procedures, formulas, discoveries, inventions, improvements, concepts and ideas; and (e) personnel information, including personnel lists, reporting or organizational structure, resumes, personnel data, compensation structure, performance evaluations and termination arrangements or documents. Proprietary Information also includes information received in confidence by the Company from its customers or suppliers or other third parties.

As a condition to employment you will be required to consent to a legally binding confidentiality and non-disclosure agreement.

Non-Solicitation

During your employment with **ARCHIPEL TECHNOLOGIES** and for one (1) year thereafter, you will not directly or indirectly entice or solicit any vendor, contractor, associate, clients or independent contractor for any purpose whatsoever either for yourself or for any other person.

Corporate Business Conduct Guidelines

During your employment, you will be governed by the prevailing associate handbook, our operating policies and procedures, notices and new regulations as there may be, which are issued and or amended from time to time. As per the company's policy if an associate does not report to work without proper prior information/notice for two

consecutive business days, the associate would be considered as "Absconding" from work.

Any such act of Absconding can greatly impact **ARCHIPEL TECHNOLOGIES** business and our business relationship with the client. In such events, **ARCHIPEL TECHNOLOGIES** may pursue legal action over and above termination of the associate to recover business damages incurred by **ARCHIPEL TECHNOLOGIES** and/or its client

Notice Period

You can leave the organization by giving 30 days of notice period. You will have to discuss with your manager and based on the outcome you can officially initiate the process. The company may terminate your employment without notice or compensation thereof in case of breach of any of the terms and conditions of association, poor performance, falsification of information, ethical misconduct and all other actions deemed counter-productive to company's interest.

Separation

It is strongly recommended that an Associate discuss a decision to resign with their immediate manager before initiating the process. Kindly note associates are expected to treat the intent of separation as a confidential matter to be discussed only with their immediate manager and the HR department. Any breach of such confidentiality could lead to the company refusing to issue the relieving letter.

On termination of this contract, and before you are relieved you will immediately surrender to the company, all correspondence, intellectual property, specifications, formulae, book, documents, drawings, records etc., belonging to the company, or its customers or partners, or relating to its business and shall not make or retain any copies of these items.

Salary Reviews

Salary reviews are done annually. The salary reviews are subject to many different factors including company's profitability.

Social Media

When using the company name/ brand or when representing anything about the company on the social media, associates need to adhere to the social media policy published by the company.

Once again congratulations, we look forward to welcoming you to our team. We hope your dreams to pursue excellence and growth will align with **ARCHIPEL TECHNOLOGIES** to build a better tomorrow.

Kindly sign below to accept the offer of employment from **ARCHIPEL TECHNOLOGIES** and the associated terms and conditions.

Sincerely,

Chakrapani P

Name of the HR/ Directors Designation

ARCHIPEL TECHNOLOGIES

I have carefully read and understood all the terms and conditions of this offer along with the detailed explanation of the compensation. I accept the above mentioned terms and conditions of employment. I further agree to maintain my salary information strictly confidential.

Varun T

Candidate's Signature

Annexure A: Compensation Summary

During internship: 10000.00 per month

Full time employment: 25000.00 per month gross


TDS will be deducted as per government guidelines applicable.

Chakrapani P

Authorized Signatory

Varun T

Candidate's Signature


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Soldevanahalli Bangalore-560 107



2.02.2024

To
Mr. Thejas B M,
No 334, 3rd Cross,
Bagalagunte,
Bengaluru 560073.

Sub: Offer letter

Dear Thejas,

Kindly refer to the interview and discussions you had with us recently. We are pleased to offer you an appointment as **Trainee Engineer** in our organization. **Congratulations!**

You are requested to report to work on or before 12th February 2023. Please deposit with us one set of the copies of your certificates at the time of joining.

As you are aware, **DELOPT** a division of J K Paper limited is a world-class Company in the area of Defence Electronics & Electro-Optics and solutions for Retail market with In-Store Technology. As an AS9100 & CEMILAC certified company, it offers full Life-cycle Solutions from Design, Manufacture, Field deployment, Maintenance & Upgrades, and is a reliable partner providing excellent User Experience in the areas of Land, Sea & Air Applications.

We warmly welcome you to join our company. We are sure that you will work with initiative and dedication and will contribute your best to achieve the goals of DELOPT.

Terms & Conditions:

Place of work: Initially you would be required to work from Bangalore. Thereafter you may be required to work at any of our offices, Departments, associate companies or Client's office anywhere in India.

Designation and Job Description: You will be designated as **Trainee Engineer**. Your work will be as per the job description given to you at the time of joining. It will however be amended from time to time keeping in view of the company's requirements.

Probation Period: On commencement of your employment with DELOPT you will be on Probation for a period of One year.

Confirmation: On satisfactory completion of probation, at the sole discretion of the management your service may be confirmed.



JK PAPER LTD.
CIN : L21010GJ1960PLC018099

#3 & 4, 1st Cross, 7th Main, J.C. Industrial Area, Off. Kanakapura Main Road, Bengaluru - 560062, India.

Ph: +91-80-6720 0400 | Fax: +91-80-6720 0400 | Email: info@delopt.co.in | Website: www.delopt.co.in

LinkedIn DELOPT | Twitter DELOPT

Regd office: P.O. Central Pulp Mills, Fort Songadh, Dist. Tapi (Guj.)-394460.



NDA: You are required to execute a bond which covers the Non-Disclosure of Intellectual Properties of DELOPT including security aspects.

Emoluments: Your Annual CTC will be Rs 4,50,000/- (Rupees Four Lakhs Fifty thousand only). For CTC break up refer Annexure1.

Reviews: Your contributions will be reviewed periodically. You will be considered for higher emoluments / responsibilities as decided by the management.

Conduct: You are required to abide by the rules and regulations of the company that are in force. These rules may be amended, altered or extended from time to time.

Confidentiality: You are required to maintain strict secrecy with regards to the work which may come to your knowledge during your service or any other information connected with the company/projects.

Notice Period: Your Employment is terminable by either party by giving a 90 day Notice Period

1. Further, the company may at its discretion relieve you from such date as it may deem fit even before the expiry of notice period and pay salary in lieu of notice period.
2. In Exceptional cases if the notice period is reduced by company on employee request, then the company Reserves the Right to recover salary in lieu of any unserved notice period.
3. In the event of any Misconduct or Breach of Terms of employment on the part of Employee during probation or after confirmation the company reserves the right to terminate this contract immediately without any notice.

For DELOPT a division of J K Paper Limited.

SEEMA S KUMAR

ASSISTANT GENERAL MANAGER- HR



JK PAPER LTD.

CIN : L21010GJ1960PLC018099

#3 & 4, 1st Cross, 7th Main, J.C. Industrial Area, Off. Kanakapura Main Road, Bengaluru - 560062, India.

Ph: +91-80-6720 0400 | Fax: +91-80-6720 0400 | Email: info@delopt.co.in | Website: www.delopt.co.in

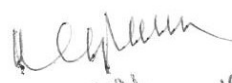
LinkedIn DELOPT | Twitter DELOPT

Regd office: P.O. Central Pulp Mills, Fort Songadh, Dist. Tapi (Guj.)-394460.



Annexure 1

Salary Components		
	Annually	Monthly
Basic	₹ 225,000	₹ 18,750
HRA	₹ 135,000	₹ 11,250
LTA	₹ 30,000	₹ 2,500
Other allowance	₹ 15,139	₹ 1,262
Gross salary	₹ 405,139	₹ 33,762
Retirals and other Benefits		
EPF Contribution	₹ 24,504	₹ 2,042
Insurance	₹ 9,540	₹ 795
Gratuity	₹ 10,817	₹ 901
Total other benefits	₹ 44,861	₹ 3,738
Total CTC	₹ 450,000	₹ 37,500


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विज्ञान एवं प्रौद्योगिकी विभाग
DEPARTMENT OF
SCIENCE & TECHNOLOGY

TECHNOLOGICS Technologies Global Private Limited.



29-12-2022



Vidhyashree A S

Acharya Institutes of Technology,
Karnataka.

Dear Vidhyashree A S,

We would like to congratulate you on being selected for finishing school as a **Trainee Application Engineer** with Technologies Global Pvt. Ltd. The **Pre-Onboarding** Training will start during OFF-TIME of your academics schedule (Evenings/Weekends/Semester Breaks) for the period of 350 to 400 hours based on availability of candidates.

On the performance & Readiness of candidates the actual onboarding will be done to our clients after the final assessment conducted on **beginning or mid of final semester**.

This program will also be considered as **Industrial level of Internship**. For the same a Internship certificate will be issued from our R&D Department.

The whole team of Technologies Global Pvt. Ltd. is excited about your on-boarding for finishing school programme.

Domain of Technical Competency –**Embedded Automotive /IOT/Aerospace/Defence**

Duration of the programme approximately will be **350 Hours**.

As discussed during the selection process, this is an **unpaid Finishing School Industrial level of Training & Hiring** Programme during which you will be expected to:

1. Increase the technical knowledge and real time industrial exposure.
2. Maximize employability skill.
3. To cover the gap between conventional education and Industrial application.
4. The objective of Pre-Onboarding training program is to make the candidates ready to map to our clients projects requirements. So, In order to meet the desired end result - following terms & Condition to be met

Terms and conditions:

1. Trainee will maintain a regular Training schedule and attendance determined by the supervisor.
2. Trainee will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.

TECHNOLOGICS GLOBAL PVT LTD. 2nd, 3rd & 4th Floor, Raghavendra Complex, 417/418, 10th Main Rd, Geetha Colony, 4th Block - Jayanagar, Bengaluru - 560041

Ph: +91 8151888188, www.technologies.in, www.startautomation.in, www.venture-controls.com



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GSTIN: 29AAGCT0153Q1ZU
CIN No. U74999KA2016PTC097654



TECHNOLOGICS Technologics Global Private Limited.



3. Trainee will obey the policies, rules and regulations of the company site and comply with the company's business practices and procedures.
4. Trainee will furnish his/her supervisor with all necessary information pertaining to his/her unpaid Training, including related assignments and reports.
5. Under no circumstances will Trainee leave the Training without first conferring with Trainee's supervisor.
6. Candidates to have no active back logs by end of academic year during final assessment
7. Mode of training – By considering candidates comfort and safety the entire training session has been planned to make it **"Live & Interactive with TECHNOLOGICS R&D team"** unless required to be in lab for any reason
8. In Case of requirement of hardware to be incorporated with training to make the training effective – Those simple & low cost hardware to be arranged by candidates.
9. Company may at any time terminate the Trainee on breaking the cardinal rules (like involvement of any sexual harassment or any activity which hamper the wellbeing of organisation social atmosphere) without notice or cause.
10. Your Training will include learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge.
11. Just qualifying to be part of Training program will not guarantee the employment unless the participants clear the post assessment based on industry specific requirements & following mandatory performance parameters
 - a. Training attendance : 100%
 - b. Assignment rating: 80%+ (A+). If not candidates need to re-attempt and submit.
 - c. Soft skill attendance: 100% and Soft-skill assessment rating 80% +
 - d. Candidates should be flexible with technical and other personnel of TECHNOLOGICS in guiding principles of quality improvement with proactive feedback and support.
 - e. Good code of conduct.
12. Based on the post assessment result Technologics Global will either hire for **Internal** Payroll requirement or for our client companies.
11. **CTC:** On successfully clearing interview at client location candidates would be eligible for a salary range of 4 LPA or Above.

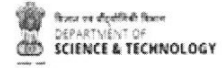
TECHNOLOGICS GLOBAL PVT LTD. 2nd, 3rd & 4th Floor, Raghavendra Complex, 417/418, 10th Main Rd, Geetha Colony, 4th Block - Jayanagar, Bengaluru - 560041

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GSTIN: 29AAGCT0153Q1ZU
CIN No. U74999KA2016PTC097654



TECHNOLOGICS Technologies Global Private Limited.



Congratulations and we look forward you to take this opportunity as turning point of your career.

Please review, sign and mail to confirm acceptance.

Trainee

For Company

Date

Title



Neelam
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TECHNOLOGICS GLOBAL PVT LTD. 2nd, 3rd & 4th Floor, Raghavendra Complex, 417/418, 10th Main Rd, Geetha Colony, 4th Block - Jayanagar, Bengaluru - 560041

Ph: +91 8151888188 , www.technologies.in, www.startautomation.in, www.venture-controls.com



Date: 13 March 2023

Ref: i-exceed/HR/LOI/2023-70

Vishruth K,
Bangalore.

Offer of Intent

Dear Vishruth,

Congratulations!

We are pleased to make you this offer of intent for the position of **Software Engineer –Trainee** in **Bangalore**. Upon your acceptance of this Offer and subject to you meeting all the applicable requirements under this Offer, we will share a detailed appointment letter, which will outline the specific employment terms and conditions. Your gross salary including Performance bonus and all other benefits will be **Rs. 4,66,676/- per annum**. Please note this Offer is not an offer of employment or a legally binding contract of employment.

The contents of this Offer are strictly between you and i-exceed technology solutions pvt. ltd. Please treat this Offer and the contents hereof as personal and confidential.


This Offer is valid subject to you:

1. Not having more than 4 re-attempts during your B.E / B.Tech and securing an average of 70% and above across all semesters.
2. Passing the final year examination of B.E / B.Tech in the first attempt.
3. Securing 70% and above in SSC, HSC and /or Diploma.
4. Being found medically fit by an authorized doctor and authorizing no significant medical history.
5. Submitting all necessary documents at the time of joining.
6. Not more than 24 years of age as on 1st November, 2023.
7. Not having more than one year of academic gap.

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your qualification, experience or medical history, i-exceed technology solutions pvt. ltd. reserves the right to revoke this Offer of Intent without any notice.

This Offer is also contingent upon us working together to determine an appropriate start date for your employment.

Regd Office: SJR Padukone Plaza, #51, 100 Feet Road, 2nd Block, Koramangala Bangalore - 560034 India
CIN No: U72900KA2011PTC058640, GSTIN: 29AACCI6248K125
Ph: +91 80 67589555, Fax: +91 80 67589599, Email id: info@i-exceed.com, Website: www.i-exceed.com


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Soldevanahalli Bangalore-560 101



Your employment will be governed by the rules, regulations and policies of the Company

If the above stated terms are acceptable to you, kindly take a print, sign and send this Offer of Intent to us. If you require any additional information or clarification regarding the same please do not hesitate to contact us.

Looking forward to a long and fruitful association with you.

Yours Sincerely,
For i-exceed technology solutions private limited,

Vijayakrishnan R
Senior Vice President - HR

I have read and understood the terms and conditions of the above appointment order and I unconditionally accept the same without any reservations whatsoever.

Applicant's signature with date: 14-05-2023

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