

ARC/HR/UE117/OA-110716/001915

Private and Confidential

22-Feb-23

Zaiba T A
Banashankari Main Road Shantinagar Tumkur
Tumkur
Karnataka
572102

Dear Zaiba,

Offer Letter

We are glad to offer you the position of "Graduate Engineer" in Level 5 at our Bangalore Office, on the following terms and conditions.

You will be reporting to Senior Engineer in this role.

Your date of appointment will be 10-July-23. This offer is valid for three days from the date of issue.

We are pleased to inform you that your starting salary would be as per the Annexure – 1.

1. Emoluments & Benefits

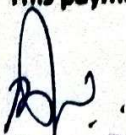
1.1. Compensation

Your annual Cost-to-Company (CTC) would be INR. 5,00,000/- (Rupees Five Lakh(s) Only). The details of your remuneration are as detailed in Annexure -1. Your annual emolument will be inclusive of Employer's contribution to provident fund. Income tax and statutory deductions are applicable as per law in India and to be borne by the employee.

1.2. Retention Bonus

You shall be eligible for a Retention Bonus pay out of INR 1,00,000/- (Rupees One Lakh Only) on your completion of 2 years at Arcadis Consulting India Pvt Ltd. The amount will be paid out in two equal instalments. The first instalment of INR 50,000/- shall be paid on completing 1 year in the organization (completion of 1 year is computed from your actual date of joining the company). The second instalment of INR 50,000/- shall be paid to you in on completion of two-years in the organization from the date of joining.

This payment will attract the normal payroll taxes as governed by the IT act.

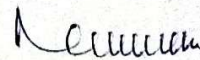


Professor & HOD

Dept. of Electrical & Electronics Engineering

Acharya Institute of Technology,

Soldevanahalli, Bangalore-560 107



PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

22-Feb-23

Annexure -1
Private and Confidential

We are pleased to inform you that your starting salary would be INR. 5,00,000/- (Rupees Five Lakh(s) Only) per annum.

Effective Date: 10-July-23

Name: Zaiba T A

Job Level: 5

Compensation Break up			
Components		Monthly (In INR)	Annual (In INR)
1	Basic	16,667	2,00,000
2	HRA	6,667	80,000
3	Special Allowance	16,333	1,96,000
(A)	Fixed Gross [1+2+3]	39,667	4,76,000
4	PF (Employer's Contribution)	2,000	24,000
(B)	Retirals [4]	2,000	24,000
CTC (A + B)		41,667	5,00,000

Gratuity is applicable as per the statutory norms of gratuity act 1972. Necessary contributions as per the law would be made by the company which is over and above your CTC

- 1) You are provided with Group Medical Coverage, Group Personal Accident and Group Term life Insurance apart from your CTC. Details as below:

Insurance Type	Sum assured	Coverage
GMC	4 lakhs INR	Self +Spouse+2 children
GPA	30 lakhs INR	Self
GTL	3 x CTC	Self

We offer a Flexi Benefit Plan to help our employees save income tax. This plan varies as per grade which will be discussed with you in detail at the time of joining.

Yours Sincerely,
For Arcadis Consulting India Pvt. Ltd.

Anuradha . S

Anuradha Subramaniam
HR Director

Accepted
Signatures *Zaiba T. A*

Name: Zaiba T A
Date: 28/02/2022



A Unit of Focus 4D Career Education Pvt. Ltd

Feb 14, 2023

Ms Meghana P
p.meghanap008@gmail.com
Candidate Id: CN20230214

Dear Meghana P,

Further to our interactions with you, we are pleased to offer you the position of **Associate Trainer** in our **Skill Development Division**.

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


You will report to Mr. Arun M (Training Manager) or anyone whom he may depute. Your date of joining will be 20th Feb 2022. Your base location will be Coimbatore.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of Rs.10000/- out of which Rs.8000/- will be fixed and Rs.2000/- will be performance based pay. In addition you will be provided with other allowance up to Rs.1500/-. Your notice period during this period is 15 days. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

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

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

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


Professor

Dept. of Electrical & Electronics Engineering,
Acharya Institute of Technology,
Soldevanahalli, Bangalore-560 107


PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107



A Unit of Focus 4D Career Education Pvt. Ltd

Annexure I: Annual Compensation Structure

Name	Ms Meghana P	Position & Department	Associate Trainer
#	Components of Total Fixed Pay		Per Annum (In INR)
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	Total Fixed Pay per annum		2,70,012/-
4	Annual Performance Linked Pay (Maximum)		35,988/-
	Total Cost to Company		3,06,000/-

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

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.


Arumugam N Vadivelu
HR Business Partner

ACCEPTANCE OF OFFER

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

Name & Signature of the candidate with date of acceptance



Letter of Intent (LOI)

Superset ID: 3369616

Date: September 30, 2022

Dear Vishwasgowda HJ,

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.

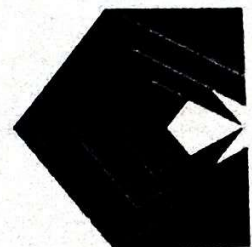
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>


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.

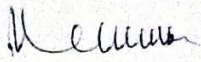
Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources




Professor & HOD
Dept. of Electrical & Electronics Engineering,
Acharya Institute of Technology,
Soldevanahalli, Bangalore-560 107


PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

*** Private & Confidential ***

Reference: BB/HR-62/2144/2023/Perm

Date: 11th Jan 2023

Mr Jeethanand K J

#104, 8 Siddeshwar, 1st Main Road, Siddeshwara Layout,, Sidedahalli, Bangalore
Bangalore, 560073

Mobile: 9632378626

Email: jeethanandj.20.beee@acharya.ac.in

Subject: Offer Letter

Dear Jeethanand K 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.

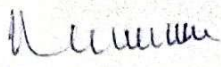
You are required to join us on **26th Jun 2023** and the offer stands withdrawn thereafter unless the date is extended or communicated to you in writing. However, your services are liable to be transferred to any of the company offices or subsidiaries or sister concerns in India or Overseas.

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.





PRINCIPAL

Page 1



Annexure I: Compensation and Benefits Plan

 Compensation & Benefits Plan		
Name	Jeethanand K J	
Designation	Associate Engineer	
Band	L1	
Annual CTC	375000	
Location	Bengaluru	
	Monthly (INR)	Yearly (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) Variable Pay (Amount specified as 100% pay-band)		
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) Total Variable Pay	2,876	34,513
(A) + (B) + (C) Total CTC as per 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.		
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-62/2145/2023/Perm

Date: 11th Jan 2023

Mr Mohammed Samaque Junnedi

KHB Heritage b1 ff 116, , Belagavi, Karnataka

Karnataka, 577428

Mobile: 9742884284

Email: Sam.junnedi@gmail.com

Subject: Offer Letter

Dear Mohammed Samaque Junnedi,

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.

Annexure I: Compensation and Benefits Plan

BLUEBINARIES Compensation & Benefits Plan		
Name	Mohammed Samaque Junnedi	
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
Total Fixed Pay	28,374	3,40,487
(B) Performance Pay (Amount specified as 100% payout)	(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) Savings & Additional Benefits	2,876	34,513
Total (A+B+C) Total Cost to the Company	34,250	4,15,013
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.		
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:

Signature:

Professor & HOD

Dept. of Electrical & Electronics Engineering,
Acharya Institute of Technology,
Soldevanahalli, Bangalore-560 107

Date:

Place:

PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

*** Private & Confidential ***

Reference: BB/HR-62/2146/2023/Perm

Date: 11th Jan 2023

Ms Ganavi H G

#25 4th cross Sundaranilaya Muneshawara Badawane Veersagara, Main Road Attur layout Yelahanka, Bangalore

Bangalore, 560064

Mobile: 7619579989

Email: ganavig.19.beee@acharya.ac.in

Subject: Offer Letter

Dear Ganavi H 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.

Page 1

Annexure I: Compensation and Benefits Plan

 Compensation & Benefits Plan		
Name	Ganavi H G	
Designation	Associate Engineer	
Band	L1	
Annual CTC	375000	
Location	Bengaluru	
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
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
<p>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.</p> <p>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.</p>		
Food Allowance	INR 2,200/- per month	
Fuel Allowance	INR 1,800/- per month	
Leave Travel Allowance	INR 1,00,000/- per block	

Name: Ganavi H G.

Date: 16/01/23

Signature: Ganavi H G.

Place: Bangalore

Professor & HOD

Dept. of Electrical & Electronics Engineering,

Acharya Institute of Technology

Soldevanahalli, Bangalore-560 107

PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

*** Private & Confidential ***

Reference: BB/HR-62/2343/2023/Perm

Date: 14th Jan 2023

Mr GOWTHAM K M

Yantaganahalli , Nelamangala Taluk Bengaluru Rural

Bengaluru, 562123

Mobile: 7022469705

Email: gowthamm.19.beee@acharya.ac.in

Subject: Offer Letter

Dear GOWTHAM K 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 **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 **19th Jan 2023**. In case of any further clarifications required on the offer letter, please get in touch with our **Talent Acquisition team** (Email ID: TalentAcquisition@bluebinaries.com).

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

Annexure I: Compensation and Benefits Plan

BLUEBINARIES Compensation & Benefits Plan		
Name	GOWTHAM K M	
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: Gowtham. K. M

Signature: K. M. Gowtham

Date: 19/01/23

Place: Bengaluru

Professor & HOD

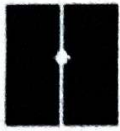
Dept. of Electrical & Electronics Engineering,

PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY

Solderanahalli, Bengaluru - 560066

Page 10



*** Private & Confidential ***

Reference: **BB/HR-62/2143/2023/Perm**

Date: **11th Jan 2023**

Mr Yethvik Kumar

28 2nd cross 2nd stage KR Garden,, Jeevanahlli, Coxtown, Bangalore

Bangalore, 560005

Mobile: 8088620782

Email: yethvikv.19.beee@acharya.ac.in

Subject: Offer Letter

Dear Yethvik Kumar,

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.

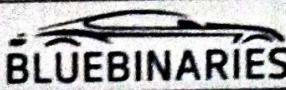
On the Day of Joining, you are requested to report at **10:00AM** to complete the joining formalities at **BlueBinaries Engineering and Solutions Pvt. Ltd** at the location informed to you before your date of joining. The location shall be notified to you in advance. At the time of joining, you are expected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



Annexure I: Compensation and Benefits Plan

 Compensation & Benefits Plan		
Name	Yethvik Kumar	
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
<p>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.</p> <p>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.</p>		
Food Allowance	INR 2,200/- per month	
Fuel Allowance	INR 1,800/- per month	
Leave Travel Allowance	INR 1,00,000/- per block	

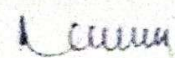
Name:

Date:

Signature:

Place:


Professor & HOD
 Dept. of Electrical & Electronics Engineering,
 Acharya Institute of Technology


PRINCIPAL
 ACHARYA INSTITUTE OF TECHNOLOGY
 Soldevanahalli Bangalore-560 107

VOLTAS

Date: 26th May 2023

To
Mr. Vinaykumar Salsatti
Acharya Institute of Technology
Bangalore

Dear Vinaykumar Salsatti,

Congratulations & a warm welcome to Team Voltas

We are happy to offer you employment with Voltas, one of the world's premier engineering solutions providers & project specialists, as a Graduate Engineer Trainee in the Commercial Air Conditioning Business.

Your training and probation shall be for a period of **one year**. Please note that your appointment would be subject to:

1. You being found medically fit as per the Company's medical policy;
2. Submission of all your educational & employment certificates in original for our verification.

We request you to carry all your original mark sheets, certificates, address proof & three passport size photographs at the time of joining.

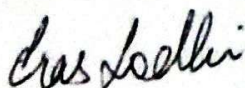
The TATA group is known for its ethical conduct, which we believe is a way for business sustainability. The Tata Code of Conduct details out the behavior expected of each of its employees. Please visit the following link for further details: [Tata Code of Conduct.pdf](#)

Please return a copy of this letter duly signed by you as a token of your acceptance of this offer of employment within 8 days from the date of receipt of this offer. If we do not hear from you within the stipulated time, it will be presumed that you are not keen in accepting our offer and the same stands withdrawn.

As you begin your career with Voltas, we once again wish you happiness, achievement and professional fulfillment.

Yours sincerely,

For Voltas Limited



Eras Lodhi
Head HR - Corporate & Support Services

VOLTAS LIMITED

Human Resources Development Department

Voltas House 'B' 1st Floor T B Kadam Marg Chinchpokli Mumbai 400 033 India

Tel 91 22 66656666 Fax 91 22 66656351 website www.voltas.com

Registered Office Voltas House 'A' 5th Floor Dr Babasaheb Ambedkar Road Chinchpokli Mumbai 400 033

Corporate Identity Number L29308MH1954PLC009371

A **TATA** Enterprise

VOLTAS

(Encl: Pg2)

GET Compensation Structure	2023 (INR)
Components	On Joining
Basic	11600
House Rent Allowance	9860
Special Allowance	7600
Education Allowance	200
Total (A)	29260
Company's Contribution to Provident Fund	1800
Gratuity	558
Superannuation Fund	1740
Total (B)	4098
Gross Salary (A+B)	33358
Annual CTC	400296

NOTE:

1. You will also be covered under the Group Medical Benefit (Hospitalization) Scheme applicable to you at the time of joining.
2. Statutory deductions as may be applicable in your case under the law will be effected from the gross emoluments and the net amount derived after such deductions would be paid to you on a monthly basis.
3. A detailed letter of appointment indicating the break-up of your emoluments and other service conditions will be issued on your joining the services of our Company.

I have read the above terms and conditions of my appointment.
I accept the same

Name:

Date:

VOLTAS LIMITED

Human Resources Development Department

Voltas House 'B' 1st Floor T B Kadam Marg Chinchpokli Mumbai 400 033 India

Tel 91 22 66656666 Fax 91 22 66656351 website www.voltas.com

Registered Office Voltas House 'A' 5th Floor Dr Babasaheb Ambedkar Road Chinchpokli Mumbai 400 033

Corporate Identity Number L29308MH1954PLC009371

A TATA Enterprise

Professor & HOD

Dept. of Electrical & Electronics Engineering,
Acharya Institute of Technology,
Soldevanahalli, Bangalore-560 107

PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560



MEP PROJECTS
& ENGINEERING
SERVICES LIMITED

A TATA Enterprise

A 100% wholly-owned subsidiary of Voltas Limited
(Formerly known as Rohini Industrial Electricals Limited)

Ref: MD-101/2239

06 June 2023

To

Mr. Pavan M

Acharya Institute of Technology

Bengaluru

Dear Pavan,

Congratulations & a warm welcome to Team Universal

We are happy to offer you employment with Universal MEP Projects & Engineering Services Ltd, as a Graduate Engineer Trainee - MEP Business in the Infrastructure Solutions.

Your date of joining the Universal MEP Projects & Engineering Services family will be **03 July 2023** and your place of posting is **Bengaluru**.

Your training and probation shall be for a period of **one year**. Please note that your appointment would be subject to:

1. Successful completion of the Graduation;
2. You being found medically fit as per the Company's medical policy;
3. Submission of all your educational & employment certificates in original for our verification.

We request you to carry all your original mark sheets, certificates, address proof & three passport size photographs at the time of joining.

The TATA group is known for its ethical conduct, which we believe is a way for business sustainability. The Tata Code of Conduct details out the behavior expected of each of its employees. Please visit the following link for further details: **Tata Code Of Conduct.pdf**

Please return a copy of this letter duly signed by you as a token of your acceptance of this offer of employment within 5 days from the date of receipt of this offer. If we do not hear from you within the stipulated time, it will be presumed that you are not keen in accepting our offer and the same stands withdrawn.

As you begin your career with Universal MEP Projects & Engineering Services, we once again wish you happiness, achievement and professional fulfillment.

Thanking you,

Yours faithfully,

For Universal MEP Projects & Engineering Services Ltd

Ravinder Rao
Head HR

Professor & HOD

Dept. of Electrical & Electronics Engineering,

Acharya Institute of Technology,

Soldevanahalli, Bengaluru-560 107

REGISTERED OFFICE:

Voltas House A, Dr. Babasaheb Ambedkar Road, Chinchpokli, Mumbai 400 033, India

Tel. : +91 22 66656666

Corporate Identity Number : U74210MH1983PLC030705

PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107



**MEP PROJECTS
& ENGINEERING
SERVICES LIMITED**

A TATA Enterprise

A 100% wholly-owned subsidiary of Voltas Limited
(Formerly known as Rohini Industrial Electricals Limited)

CTC annexure to letter dated 06 June 2023

GET Compensation Structure	2023 (INR)
Components	On Joining
Basic	11600
House Rent Allowance	9860
Education Allowance	200
Special Allowance	7600
Total (A)	29260
Company's Contribution to Provident Fund	1800
Gratuity	558
Superannuation Fund	1740
Total (B)	4098
Gross Salary (A+B)	33358
Annual CTC	4,00,296

NOTE:

1. You will also be covered under the Group Medical Benefit (Hospitalization) Scheme applicable to you at the time of joining.
2. Statutory deductions as may be applicable in your case under the law will be affected from the gross emoluments and the net amount derived after such deductions would be paid to you on a monthly basis.
3. A detailed letter of appointment indicating the break-up of your emoluments and other service conditions will be issued on your joining the services of our Company.

I have read the above terms and conditions of my appointment.

I accept the same.

Name:

Date:

REGISTERED OFFICE:

Voltas House 'A', Dr. Babasaheb Ambedkar Road, Chinchpokli, Mumbai 400 033, India
Tel. : +91 22 66656666

Corporate Identity Number : U74210MH1983PLC030705



IMMENSHERE

Date: 04 May 2023
OL No: ISM000114

Dear Deepak A S,
Bangalore

Re: Internship Offer at Immensphere IT Services

We are pleased to offer you an internship opportunity at Immensphere IT Services, Bangalore. The position is for **Trainee - Inside Sales**. Your internship shall commence on **6 June 2023** and shall continue upto **16 June 2023**. You will be under a 10 day unpaid training period between **6 June 2023 - 6 October 2023** and participation and attendance are mandatory.

This is an Inside Sales role that involves online/telephonic sales and monthly targets.

During the period of your internship, you will get a stipend of **INR 30,250 per month** (Refer to Annexure 1 for the detailed breakup).

- Working Hours: 9 Hours a day (Inc. Lunch Break)
- JobType: Internship
- Location: Bangalore
- Number of working days is 6 (saturday and sunday is mandatory)

As an intern, you will not be receiving any of the employee benefits including, but not limited to, health insurance, vacation, or sick-pay that the Company offers to its permanent employees.

You are required to submit the following documents at the time of joining:

- 3 passport size color photographs
- Photocopies of PAN Card and address proof. You are required to carry original documents at the time of joining
- Academic Certificates (10th, 12th, Graduation)

The Pearl, Ground floor, 1537, 5th Main Rd, Rajiv Gandhi Nagar, Sector 7,
HSR Layout, Bengaluru, Karnataka - 560102 | hr@immensphere.com | 6360109133

Professor & HOD

Dept. of Electrical & Electronics Engineering,
Acharya Institute of Technology,
Soldevanahalli, Bangalore-560 107

PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

ANNEXURE - 1

- **Intern – Stipend Structure**

Break-Up Amount

Stipend	₹30,250
Fixed	₹15,000
Variable	₹4,000
Incentive	₹11,250

- **Variable & Incentives** will be paid as per performance
 - **Fixed** – Fixed components will be paid as per attendance.
 - **Variable** – Calculated as per the below monthly target;
 - ✓ Target – 40 payments per month
 - ✓ Payout – 100 per payment
 - **Incentive** – Calculated as per the below revenue slabs;
 - ✓ 5% on $\geq 2,25,000$ Revenue
 - ✓ 4% on $\geq 1,50,000$ Revenue
 - ✓ 3% on $\geq 1,00,000$ Revenue
 - **PIP Rules:**
 - ✓ 2 consecutive months of less than 10 payments per month will attract PIP
 - ✓ PIP duration will be 15 days. During this period target & payout will be proportional
 - **Training period**– If the employee is unable to commit to the 10-day mandatory training schedule or does not agree with the terms of the offer, the same would be revoked without further notice



Achintyo ENGINEERING LLP

Sai Arcadia, 3rd Floor, 434, ORR, 1st Stage, 4th Block HBR Layout, Bangalore – 560 043

Offer Letter

Ref: ACH/HR/BP/2023-24/019

Dated: 23/12/2023

Mr Sagar,
S/O Gurulingappa Doddmani,
Diggaon Village,
Chittapur Taluk,
Kalburgi District,
Karnataka-585211

Dear Ms Sagar,

Re: Offer of Employment

Further to our discussions, we have pleasure in extending this employment offer at Achintyo as described below:


- 1) Your designated job role shall be **Junior Project Engineer - PECA** and the responsibilities shall be intimated upon joining.
- 2) You shall report to the department head or whosoever designated in the first instance (currently Mr Vinayak J).
- 3) This appointment takes effect from your date of joining which shall not be later than 2nd January 2024.
- 4) You will be under probation for a period of 6 months.
- 5) The notice period shall be applicable as per the prevailing notice period policy (presently as a regular employee, you will be required to give 3 months' notice or salary thereof. In the event of you having not completed your assignments, the company will have the discretion to relieve you only at the end of the notice period.)
- 6) Regular deductions towards Tax will be made as applicable from this amount as per the current / existing IT rules.
- 7) As per the existing company policy, your compensation will come under review in 2025 or an earlier date based on your performance.
- 8) All other terms and conditions of your employment will be as per the existing HR policy.
- 9) Your CTC Salary shall be **INR 3,00,000 PA/-**.

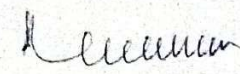
You may please sign a copy of this letter as a token of your acceptance of the offer.

We look forward to welcoming you to Achintyo and are confident that you will be able to make a significant contribution to the growth of the organization and yourself.

Yours Sincerely,
For Achintyo

HR- Business Process


Professor & HOD
Dept. of Electrical & Electronics Engineering,
Acharya Institute of Technology,
Soldevanahalli, Bangalore-560 107


PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107



Achintyo ENGINEERING LLP

Sai Arcadia, 3rd Floor, 434, ORR, 1st Stage, 4th Block HBR Layout, Bangalore – 560 043

CTC Break-ups:

	Per Month	Per Annum
Salary	25,000	3,00,000
Basic	15,500	1,86,000
HRA	-	-
Medical	2,325	27,900
Conveyance	3,100	37,200
Spl Allowance	984	11,808
Total A	21,909	2,62,908
Employer ESIC	-	-
Employer PF	1,800	21,600
Bonus	1,291	15,492
Total B	3,091	37,092
Total CTC (A +B)	25,000	3,00,000
Deductions		
ESIC	-	
EPF	1,800.00	
PT	-	
Total	1,800.00	
Net Takehome Per month Excluding Bonus	20,109.00	
Note: Bonus payment will be annual Component		



CIN/APP/23/001

May 5th, 2023

Dinesha,
D devaraj Arasu boys Hostel-69,
Ivarakandapura, Hesaragatta,
Bengaluru-560088

Dear Dinesha,

Sub: APPOINTMENT ORDER

We are pleased to appoint you as **Market Research Analyst**, in our company based at Bangalore India, on the following terms & conditions:

- You shall be paid a monthly gross salary as per the attached statement.
- You will be covered under Medclaim Insurance for upto INR 100,000.00 per annum (India Rupees One Lacs only). Please note that the terms & conditions of the insurance company are applicable and no claim will be entertained by the company. Please take a Medclaim Policy and claim the premium.
- You shall be placed on probation for a period of Six calendar months, commencing from the date of employment. After the probation period you will be confirmed, if found suitable.
- This contract is terminable by either party giving one month's notice during the probationary period and three month's notice on confirmation. Either party is not bound to give any reasons thereof. After confirmation of job, notice period will be 3 months for both employee and employer.
- If at any point of time we find a compromise/breach of integrity, you are liable to removal without any notice.
- You will not at any point of time, without the consent of the company, disclose or divulge or make public, except under legal obligations, any information regarding the company's affairs or administration or research carried out, whether the same may be confided to you or become known to you in course of your service. This clause shall apply even after the termination of your employment contract with the company.
- During your service, you may be transferred from one Department or place to another at the discretion of Management.

Professor & HOD

Dept. of Electrical & Electronics Engineering,

Acharya Institute of Technology,

Soldevanahalli, Bengaluru-560 107
CEJN Products India Pvt Ltd
CIN:U63023KA2006PTC040512

PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli, Bangalore-560 107

Page 01 of 03

Main office Postal Address:
Ground Floor,
Gokush Building, Systems Estate,
No.1A, Peenya Industrial Area,
Bangalore 560058. INDIA

Phone:
+91-80-4128 6643

Email ID:
India@cejn.com



- Your working hours shall be from 8.30 AM to 5.30 PM from Mondays to Fridays. The lunch break shall be half an hour. The Saturdays & Sundays are weekly off. Please note that no overtime shall be paid if you are required to work extra hours.
- Besides the public holidays, you are entitled for other leaves as per company's HR policy.
- You shall be governed by the standing orders of the Establishment and rules made there-under from time to time.
- Self attested copy of your curriculum certificates / Adhaar card/ PAN card/ Voter's ID / Passport to be submitted at the time of joining.

If the above terms & conditions are agreeable to you, kindly indicate your acceptance by signing the duplicate copy of this letter and returning the same to us thereafter.

Date of Joining:

Sincerely,

For CEJN Products India Pvt. Limited,

[Miguel Pallares]
Director.

I, Mr. Dinesha, residing at D Devaraj Arasu boys Hostel-69 , Ivarakandapura, Hesaragatta, Bengaluru – 560034, Karnataka, INDIA, hereby accept this Appointment Order and agree to the terms & conditions herein.

Place: Bengaluru

Date:

(Mr. Dinesha)

Encl. a/a

Page 02 of 03



Silcarb
Recrystallized
Private Limited
An ISO 9001-2008 Company



CIN : U32104KA1982PTC005020

Please visit our Website at : www.silcarb.com
Winner of National Award for Outstanding Entrepreneur

Date: 25-11-2023

Mr. Rohan S
C/O Sangamesh K
No. 2302
3rd cross, Vidyanagar
Peenya Dasarahalli
Bangalore Karnataka 560057

Dear Mr. ROHAN S

LETTER OF APPOINTMENT

With reference to the interview had with us on 24-11-2023 we are pleased to appoint you as 'Trainee Installation Engineer' in our organization with effect from 25-12-2023

The terms and conditions of your appointment are appended below.

01. You will be eligible for the following monthly emoluments.

(a) Consolidated Salary: ₹ 25,800 (Rupees Twenty five thousand eight hundred only)
Cost to Company.

02. You will be on appointed on a probationary period of 6 months which can be further extended at Management's discretion.

03. In case if you intend to leave company, you have to serve 60 day's notice period to the management.

04. Your place of posting will be at Factory located at Nelamangala, but during the course of the service, you shall be liable to be posted transferred anywhere to serve any of the Company's project or any other establishment in India or outside, at the sole discretion of the management.

05. Conveyance, boarding and lodging will be paid only for travelling on official work.

06. You will not be entitled to accept, whether directly or indirectly any Part Time job or business of any kind whatsoever, as long as you are in the Employment of the Company.

07. During the continuance of your employment and thereafter, you will keep all Company secrets and will not divulge to any person, firm or Company whatsoever any technical or confidential information of any description acquired by you while in Company's service concerning its Business or Affairs or any of its branches, Offices,

ADMINISTRATION OFFICE :

(Old No. 63), 17th Cross, (Between 4th and 6th Main), Malleswaram, Bengaluru - 560 055, INDIA
Tel : +91-80-23347004 / 91-80-23462904 E-mail : info@silcarb.com

OL No: TN9114

Date : 28 February 2023

Dear Mohan Reddy N,

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

Professor & HOD
Dept. of Electrical & Electronics Engineering,
Acharya Institute of Technology,
Soldevanahalli, Bangalore-560 107

PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

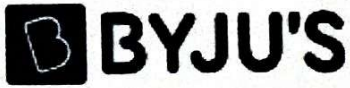
Photocopies of

- 1 coloured copy of Offer Letter.
- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID & Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- Fully vaccinated report. (Covid Vaccination)

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____
(Candidate's Signature)

DATE: _____



Offer Letter

Date : Monday, July 3, 2023

Dear Manikantha Uday Nalk,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Business Development Associate - Inside Sales** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Inside Sales(A)** function subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation, probation and notice periods. As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is Tuesday, July 11, 2023. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to Tuesday, July 11, 2023, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Business Development Associate - Inside Sales
Department	Inside Sales(A)
Employment Type	Regular
Work Location	TLPL, Prestige Tech Park Rd, Venus Block, ORR Kadubeesanahalli, Karnataka, Pincode - 560087

You will be on probation for a period of 60 days from Tuesday, July 11, 2023. Your joining salary will be INR 231,000.00 per annum, the mentioned per annum value shall be only applicable during your probation period of 60 days or as per extension of the probation period, subject to your performance and potential for the position you have been hired for. The Company reserves the right to extend your probation period should it deem fit.

Subsequent to completion of the probation period (subject to your performance and discretion of the Company), your compensation will be revised as mentioned below (indicative ranges): -

Fixed Compensation: 4 LPA to 5 LPA depending on the city category

Variable Compensation: Upto 3 LPA

Total Annual Cost to Company: 7 LPA to 8 LPA

You are requested to join the services of the Company not later than Tuesday, July 11, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,

Professor & HOD
Dept. of Electrical & Electronics Engineering,
Acharya Institute of Technology,
Soldevanahalli, Bangalore-560 107

PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107



Deeptha A R
Head – Human Resources
Think & Learn Pvt. Ltd

Terms & Conditions

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.

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

- Provident Fund
- Income tax deducted at source at the rates applicable
- Employment/Professional taxes
- Dues to the company including loans and advances
- Or any other applicable statutory deductions

3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of payout. More details will be mentioned on the appointment letter which shall be shared upon joining.

4. Benefits – All the full-time regular employees of the Company are eligible for our employee benefits program effective from their Date of Joining.

You would be entitled to avail the below-mentioned benefits, which are governed by the prevailing company policy. More details regarding benefits and related policies will be available on the HR Portal after the onboarding formalities are completed

- Leaves
- Employee Medical Insurance
- Employee Personal Accidental Insurance
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Personal Developmental Workshops and Events
- Gratuity, as per government rules

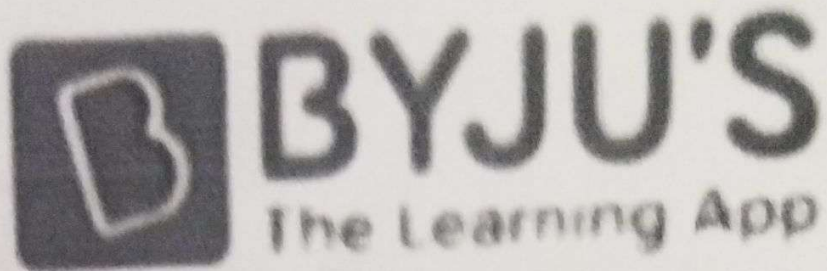
5. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of Notice Period buyout.

This clause is applicable only if there has been a notice-period buyout by BYJU'S.

6. Probation – On joining the Company you shall be on probation for 60 days. During this period, your employment may be terminated by giving you a notice of 1 days. You are also at liberty to resign from the services of the Company by giving 1 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of signing this letter, you will not be entitled to receive an experience letter from the company.

7. Separation and Notice Period – Subsequent to completion of your probation period, your services may be terminated in the following manner:

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 15 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the



MANIKANTHA UDAY NAIK

EMP ID NO

TNL21922945

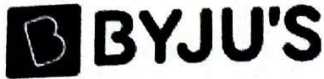
BLOOD GROUP

A +

EMERGENCY NO

8970344799

www.byjus.com



Offer Letter

Date : Wednesday, June 7, 2023

Dear Deepa Gk,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Business Development Associate - Inside Sales** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Inside Sales(A)** function subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation, probation and notice periods. As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is Tuesday, June 13, 2023. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to Tuesday, June 13, 2023, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Business Development Associate - Inside Sales
Department	Inside Sales(A)
Employment Type	Regular
Work Location	TLPL, Prestige Tech Park Rd, Venus Block, ORR Kadubeesanahalli, Karnataka, Pincode - 560087

You will be on probation for a period of 60 from Tuesday, June 13, 2023. Your joining salary will be INR 231,000.00 per annum, the mentioned per annum value shall be only applicable during your probation period of 90 days or as per extension of the probation period, subject to your performance and potential for the position you have been hired for. The Company reserves the right to extend your probation period should it deem fit.

Subsequent to completion of the probation period (subject to your performance and discretion of the Company), your compensation will be revised as mentioned below (indicative ranges): -

Fixed Compensation: 4 LPA to 5 LPA depending on the city category


Variable Compensation: Upto 3 LPA

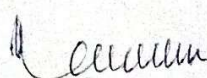
Total Annual Cost to Company: 7 LPA to 8 LPA

You are requested to join the services of the Company not later than Tuesday, June 13, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

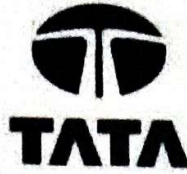
The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,


Professor & HOD
Dept. of Electrical & Electronics Engineering,
Acharya Institute of Technology,
Soldevanahalli, Bangalore-560 107


PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

Page 1 of 3



16 January, 2024

Abhishek J

#24/1, Veerapillai Street, Sangam Road Cross, Shivajinagar, Bangalore-50042

Dear Abhishek,

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

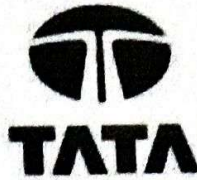
Registered Office **Tata Elxsi Limited** ITPB Road Whitefield Bangalore 560 048 India

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

www.tataelxsi.com

(CIN-L85110KA1989PLC009968)

Abhishek



Hi Abhishek,

Congratulations on your selection at Tata Elxsi

Please submit below documents for completion of your joining process.

- a. Relieving letter(s) & Experience Certificate(s) from all your previous Organisations covering your entire experience.
- b. Your salary certificate / payslips (Latest 3 months Pay Slips from your immediate previous employer).
- c. Certificates of 10th & 12th Classes.
- d. Graduation Certificate & Marks Sheets.
- e. Post Graduation Certificate & Mark Sheets (If applicable).
- f. Passport Details (Number, Date, Place of Issue and Validity) with copy of first four and last two pages. Please get the self-attested copies of first four and last two pages of pass port.
- g. Last Employer's PF Membership No. (If applicable).
- h. Passport Size Photograph (White Background).
- i. Copies of Pan Card, self attested.
- j. Copies of Aadhar Card, self attested.

The offer should be signed (at the end of every page) and shared back to us.

Joining process will start by 9:00 AM on your joining date.

Note: Joining formalities will not be carried out if any of the mandatory documents is not submitted. Joining formalities will be done on the day when all the required documents are brought by you.

Looking forward to your joining the TATA ELXSI FAMILY!

for Tata Elxsi Limited,

Rajagopalan S.

Head - Human Resources

Professor & HOD
Dept. of Electrical & Electronics Engineering,
Acharya Institute of Technology,
Soldevanahalli, Bangalore-560 107

PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

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-L85110KA1989PLC009968)

engineering creativity

OFFER LETTER

Dear Sharath B J

Welcome Zarah Concept India Pvt Ltd Congratulations on being selected as a Architecture Interior Designer / Business Development and you joining date scheduled on 19 February 2024 at Design Architecture location Bangalore
This offer is on the following terms and conditions, subject to a successful background check.


1. Appointment Details:

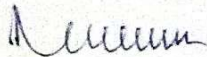
1. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the company.
2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
3. Documents - Your offer is subject to you submitting all the mandatory documents at the time of joining. You may also need to submit other such documents as Company deems fit from time to time. In order to facilitate the joining process, we require documents in original from your end, which are mentioned below.

If you are a fresher, then you must submit your Graduation Certificate, PAN and Aadhar. Or if you have an any previous experience, then you must submit above documents along with Payslips and relieving/experience letter (if applicable).

4. Background Verification - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this Accepting Offer Letter. If you do not accept the offer on the within (7) days, the aforesaid offer automatically stands cancelled. If you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.


Professor & HOD
Dept. of Electrical & Electronics Engineering,
Acharya Institute of Technology,
Soldevanahalli, Bangalore-560 107
Info@zarahconcept.com www.zarahconcept.com


PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli, Bangalore-560 107
+91 9820785500

5. All Annexures appended herewith shall form an integral part of this letter.
6. Your engagement with the Company will be governed by the rules, regulations and policies of the Company in effect.
7. The terms and conditions mentioned above are subject to change at any time at sole discretion of the Company and as per business demands without prior notice.
8. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

2. Compensation Details:

By considering your expertise, our caps and requirement we have finalized your salary **20000 + travelling expense**

Separation from service:

1. In the event you decide to leave the services of the Company before Six months, you shall be required to give sixty (60) days' notice in writing to Company, of your intention to do so. Company reserves the discretion either to relieve you only at the end of the sixty (60) days' notice period or accept your resignation at any time prior to the expiry of the notice period. Company may terminate your service by giving you sixty (60) days' notice period or salary [Consolidated (Basic) salary] in lieu of notice period.
2. However, if at any time you commit a breach of this agreement or are found guilty of misconduct (including absence without leave, violation of the Company's rules, regulations, policies, and/or Code of Professional conduct), or conduct yourself in a manner calculated to bring the Company or its employees into disrepute, the Company reserves the right to forthwith discharge you from service without notice or salary in lieu of notice. You agree that if you are on unauthorised leave for a period of more than five [5] working days, it shall be deemed as a voluntary resignation of your service without notice and you shall be liable to pay the Company salary [Consolidated (Basic) salary] in lieu of notice period. For the purpose of this clause "unauthorised leave" means leave taken without the approval of your reporting manager.
3. At the time of separation from the Company, you will ensure that the assets, documents and intellectual properties of the Company in your custody and/or under your charge, including any power of attorney (s) issued by the Company in your favour are returned intact to the Company and you will forthwith vacate the Company accommodation, if any, provided to you.

We welcome you to the Zarah Concept India Pvt Ltd family and look forward to a long and fruitful association with you.

Yours faithfully,

tdps is relations

Ref:TDPS:OFF:2023-24
18th July 2023

Mr. Karthik H R
S/o Rudraswamy H S
#38, 1st main, 3rd cross
Krishnanandanagar, Malagala
Nagarabhavi 2nd Stage
Bengaluru-560072

Dear Karthik H R

TD Power Systems Limited
(CIN L31103KA1997PLC025071)

REGISTERED OFFICE & FACTORY:
27, 28 and 29, KIADB Industrial Area
Dabaspet, Nelamangala Taluk
Bengaluru Rural District
Bengaluru - 562 111 India

Tel +91 80 229 95700 / 6633 7700

Fax +91 80 2773 4439 / 2299 5718

Mail tdps@tdps.co.in

www.tdps.co.in

Sub: - Offer for GET

Refer to your application and subsequent discussions, we are pleased to offer you an opportunity to undergo training in our Company as "Graduate Engineer Trainee" in ACG Manufacturing group, on One year training as agreed upon in our meeting, during the training period you will be paid a stipend of Rs. 3,30,000/- per annum (Rupees Three Lakh Thirty Thousand Only per annum) and you will be reporting for training tentatively on 11th September 2023.

Please furnish the following on or before reporting for duty to complete joining formalities:

- 1) A set of Photo Copies of Marks Cards in proof for age and education,
- 2) Photos - 3nos passport size, 3nos stamp size (white background).
- 3) Post card size family photo 2nos
- 4) 2 reference letters (other than relatives).
- 5) Original Driving License, Pan card, Photo ID/Aadhaar card, Passport with one set of photocopies for opening bank account.

This offer letter is valid up to joining on 11th September 2023 subjected to clearing examination with eligible criteria & submission of the above listed documents.

A detailed Training letter will be issued to you on reporting for training.

In Acceptance of the offer, Please send us the copy of this letter duly signed by you immediately.

Welcoming you to join us at the earliest.

Yours truly,

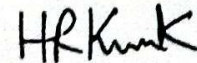
For TD Power Systems Limited;



Authorized Signatory



Professor & HOD
Dept. of Electrical & Electronics Engineering,
Acharya Institute of Technology,
Soldevanahalli, Bangalore-560 107



PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107