

Date- 04th May 2023

Sub: Offer Letter

Dear Ms. Akshita,

This refers to your application and subsequent interview with us. We are pleased to inform you that you have been selected for the post of software developer on the following terms & conditions:

The terms and conditions of your appointment are as under:

Your appointment will be effective from 01st June 2023 onwards. You will be paid gross emoluments as de-tailed in Annexure - A.

Your employment with us will be governed by the Terms & Conditions as detailed in

Annexure - B.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

VINUTHA JAYA KRISHNA Date: 2023.05.04 12:19:08 +05'30'

Vinutha Shivakumar

Director



Annexure - A

Section-I: Administrative

a) Your Position : Software Developer

b) Location : Bangalore, India

c) Address : #1144 Sector 2, HSR Lavout. Bangalore -560102

d) Joining Date : 01st June 2023

e) Job Responsibilities

Section-II: Financial Data

a) Salary and Allowance:

·	(Po) / Month	Amount (Rs) / Year
Particulars	Amount (Rs) / Month	2,80,000.00
	23,333.00	2,80,000.00
Basic		84,000.00
All	7,000.00	
House Rent Allowance	2,083.00	25,000.00
Medical Allowance	2,083.00	25 200 00
	2,083.00	25,000.00
Conveyance Allowance	1 N N N N N N N N N N N N N N N N N N N	26,220.00
	2,185.00	20,22010
Medical Insurance		2,59,780.00
- : LAllewance	21,648.00	
Special Allowance	58,333.00	7,00,000.00
Total Earnings	30,335.00	

Above CTC Is inclusive of the medical insurance

Any out of pocked expense incurred by you on behalf of Raincode Labs India Private Limited will be reimbursed by the company

Please indicate your understanding and acceptance Annexure - A of the above terms and conditions by signing in the space provided below.

VINUTHA Digitally signed by VINUTHA JAYA
JAYA KRISHNA Date: 2023.05.04
12:19:57 +05'30'

Vinutha Shivakumar

Head of the Department
Department of Information Science & Engg
Acharya Institute of Technology
Acharya Institute of Technology
Soldevanahalii, Bengaluru - 560 107

#1144, Guru Nilayam, Parangi Palya Road, Sector 2, HSR Layout, Bangalore- 560 102 India

india@raincodeLabs.com

ACHARYA INSTITUTE OF TEURNOLOGY
Successional Bangalore-560 107



Software Solutions Pvt. Ltd.

AMR TechPark 3,Ground Floor TowerB, Hongasandra Village, Bommanahalli, Hosur Road, Bangalore -560068 (M):+917022374614. www.intellipaat.com

Date: 19th December, 2022

To

Akash R

Subject: Internship Offer Letter

Dear Akash R



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
- 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.

For Intellipaat Software Solutions Private Limited Yours truly,



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

Head of the Department Department of Information Science & Engg Acharya Institute of Technology Soldevanahalli, Bengaluru - 560 107

PRINCIPAL ACHARYA INSTITUTE OF TO Solc., unanalli Banga



Stratogent

LETTER OF INTENT

15-Mar-2023

S/O Adarsh Kumar Dewan, B- 60 1st floor, Shona road, Southend floors, sector 49, southcity 2, Gurgoan, Haryana Mob: +91 8368583854

Dear Aayush,

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. 380,000/= (Rupees Three Lakh(s) Eighty 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 Strius Building, 1st& 2nd Floor, Millers Road, Kaverappa Layout, Vasanth Nagar, Bangalore – 560052, India CIN U72200KA2008PTC047542

Stratogent

Annexure A: **COMPENSATION**

COMPENSATION SUMMARY	Per Month	Per Annum
FIXED PAY		222,000
Basic Salary	18,500	19,200
Conveyance Allowance	1600	82,970
HRA	6,914	
Flexi Allowance	0	
FIENT ANOWAITE		324,170
TOTAL COMPENSATION	27,014	
TOTAL COMMENSATION		
RETIRALS & BENEFITS		21,600
Employer's Contribution to PF	1,800	10,674
Gratuity #		
Employer's Contribution to ESI		270
Accident Insurance ##		4,286
Medical Insurance ###		
VARIABLE PERFORMANCE PAY •		
Personal Performance Linked Pay		19,000
Appual Performance Linked Pay		380,000
CTC (Cost to Company)		

For Stratogent Technology Services Pvt. Ltd.,

Aruna B K

(Manager HR & Finance)

Stratogent Technology Services Pvt Ltd Sirius Building, Ist& 2nd Floor, Millers Road, Kaverappa Layout, Vasanth Nagar, Bangalore – 560052. India Ph# +91-80-41131484 www.stratogeni.com CIN_U72200KA2008PTC047542

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Department of Information Science & Engg Department of Information Technology Acharya Institute of Technology Soldavanahalli, Bengaluru - 560 107

SPARKCOGNITION INDIA PRIVATE LIMITED

Registered Office. 9th floor, Summit A, Brigade Metropolis, Mahadevapura Post, Bangalore, Karnataka, India - 560048

Corporate Identity Number (CIN): U72200K A2022FTC158300

Email ID. legal@sparkcognition.com





Attn: Ayush jaiswal Karnataka, India

Dear Ayush,

We would like to extend an offer of employment to you as Integration Consultant 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") Letter").

Terms and Conditions of Employment:

: 2nd January 2024 1. Hiring Commencement Date

: Integration Consultant 2. Title

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:

Ayush jaiswal

ANNEXURE B

Compensation breakup

(as applicable from the Hiring Commencement Date)

Component	Amount (in INR)/ Rate
Basic Salary	2,75,000
House Rent Allowance	1,10,000
Leave Travel Allowance	27,500
Mobile Allowance	36,000
Special/ Other Allowance	77,500
Professional Tax	2,400
CTC	5,50,000
Other ben	efits
Provident Fund Contributions	21,600
Meal card	NA
Group Medical Insurance	5,00,000
Performance bonus	Discretionary
Options granted under "SparkCognition, Inc. 2013 Stock Option and Grant Plan"	1,600

Department Acharyanahalli. Bengaluru Soldevanahalli.

PRINCIPAL ACHARYA INSTITUTE OF TEL MINI OGY

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August 27, 2023

OFFER LETTER

Dear Divya Suman,

I am delighted & excited to welcome you to LearnAsYouGo Private Limited as a ReactJS Developer. At LearnAsYouGo, we believe that our team is our biggest strength, and we take pride in hiring ONLY the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning-packed, and truly meaningful employment experience with LearnAsYouGo.

You will be on probation for 4 months, from the date of your joining. The salary during your probation period would be INR 10,000 per month. On successful completion of your probationary period, depending on your performance you will be permanently employed with LearnAsYouGo. And your expected joining date is 28th of August 2023.

Your appointment will be governed by the terms and conditions presented in Annexure A. We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, please sign the duplicate of this offer as your acceptance and forward the same to us. You shall alternatively confirm your acceptance by replying to this email with your date of joining.

Congratulations! Mahesh Raja Director











Annexure A:

1. You shall be governed by the following terms and conditions of service during your employment with LearnAsYouGo, and those may be amended from time to time.

> • Designation: ReactJS Developer • Working hours per week: 45hrs • Joining Date: 28-08-2023

- 2. All the work that you will produce at or in relation to LearnAsYouGo will be the intellectual property of LearnAsYouGo. You are not allowed to store, copy, sell, share, and distribute it to a third party under any circumstances. Similarly, you are expected to refrain from talking about your work in public domains (both online such as blogging, social networking site, and offline among your friends, college, etc.) without prior discussion and approval with your mentor.
- 3. We take data privacy and security very seriously and maintaining the confidentiality of any students, customers, clients, and companies' data and contact details that you may get access to during your employment will be your responsibility. LearnAsYouGo operates on the zero-tolerance principle about any breach of data security guidelines. At the completion of the employment, you are expected to hand over all LearnAsYouGo work/data stored on your Personal Computer to your mentor and delete the same from your machine.
- 4. During the appointment period you shall not engage yourselves directly or indirectly or in any capacity in any other organization. In the event of a breach of this condition, this appointment is liable to be terminated forthwith by the company. In addition, you shall be liable to pay liquidated damages to the Company to an extent estimated by the Company.
- 5. Under normal circumstances either the company or you may terminate this association by providing a notice of 30 days without assigning any reason. However, the company may terminate this agreement forthwith under situations of in-disciplinary behaviors.
- 6. You are expected to conduct yourself with the utmost professionalism in dealing with your mentor, team members, colleagues, clients, and customers and treat everyone with due respect.
- 7. LearnAsYouGo is a startup, and we love people who like to go beyond the normal call of duty and can think out of the box. Surprise us with your passion, intelligence, creativity, and hard work – and expect appreciation & rewards to follow.
- 8. Expect constant and continuous objective feedback from your mentor and other team members and we encourage you to ask for and provide feedback at every possible opportunity. It's your right to receive and give feedback – this is the ONLY way we all can continuously push ourselves to do better.
- 9. Have fun at what you do and do the right thing both the principles are the core of what LearnAsYouGo stands for and we expect you to imbibe them in your day-to-day actions and continuously challenge us if we are falling short of expectations on either of them.



	derstood all the terms and conditions of this offer letter as well as the in complete acceptance of the terms of the letter.
Date:	Signature:
Place:	Name:
	www.learnasyougo.org

info@learnasyougo.org

Chennai, Tamil Nadu 🧿



WILEY

PRIVATE & CONFIDENTIAL

11 March 2024

Anil Nemani Road no 4 house no 110 plot no f-2 janani apartment defense layout vidyaranyapura , Bengaluru Karnataka - 560097

LETTER OF EMPLOYMENT

Dear Anil,

The basic terms and conditions of your employment are as set out in this Letter of Employment ("Letter"). This Letter incorporates the written particulars of your employment with Wiley India Private Limited) will be referred to as "the Company" hereafter).

1. Job Title

- 1.1 You will be employed in a full-time position as **Wiley Edge Alumni C++Developer** and would be reporting to Manager or any other person nominated by the Company as maybe.
- 1.2 Your first 3 months of employment with the Company are classified as probation. At the completion of 3 months' services, your performance will be assessed by your manager and provided that you are performing to the standard required by the Company, your appointment will be confirmed. If deemed necessary by the Company, your probation may be extended for a further period.

At any time during the probationary period, your employment may be terminated upon 15 days' prior notice or pay in lieu thereof by either party.

1.3 You are expected to perform all duties which may be required of you in this role as assigned by your superior.

Page 1

CORPORATE OFFICE:
1402, 14th Floor, World Trade Tower,
Plot No. C-1, Sector – 16, NOIDA – 201301
T +0120 6291100
csupport@wiley.com | www.wiley.com | www.wileyindia.com

Wiley India Pvt. Ltd. is a private limited company registered in India Registered office address: 4436/7, Ansari Road, Daryaganj, New Delhi 110002, India CIN No.: U74899DL1999PTC099286

WILEY

Annexure I Salary Breakup

Name: Anil Nemani

Designation: Wiley Edge Alumni – C++Developer

Date of joining: 18 March 2024

	Cost to the Com	pany (Rs.)
Components	Monthly	Annual
	41,978	503,731
Basic	20,989	251,866
House Rent Allowance	6,996	83,955
Special Allowance	69,963	839,552
Gross Salary	·	60,448
Employer Provident Fund\$	5,037	900,000
CTC (Cost to the Company)	75,000	900,000
Reimbursements/Benefits		400,000
Mediclaim Insurance (For immediate family only)		
Accidental Insurance	Three times of your ann	
Life Insurance	Three times of your ani	
Tetal cost to company (at the time of joining)		900,000
*Gross salary for new joiner will be as on their DOJ and for following	years, it will be as on April 30	0 of that year.
\$Provident fund – Up to a maximum of 7800/- pm		

Head of the Department Department of Information Science & Engo panment of information Science & Eng Acharya Institute of Technology Acharya Institute of Technology Soldevanahalli, Bangaluru - 560 107 Soldevanahalli, Bangaluru -

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Page 16

CORPORATE OFFICE: 1402, 14th Floor, World Trade Tower, Plot No. C-1, Sector – 16, NOIDA – 201301 T +0120 6291100

csupport@wiley.com | www.wiley.com | www.wileyindia.com

Wiley India Pvt. Ltd. is a private limited company registered in India Registered office address: 4436/7, Ansari Road, Daryaganj, New Delhi 110002, India CIN No.: U74899DL 1999PTC099286

O HZGEARS

Letter of Intent

Date: 13th October, 2022

Dear Ankush Kumar.

Greetings from 42Gears!!!

We are pleased to offer you the position of **Member Technical Staff** at 42Gears.

Your CTC (Cost to Company) will be ₹8,00,000/- per annum.

The details are as below:

The details are as below-	Annual CTC (in ₹)
Particulars	7 2,24,422
Basic Allowance	₹ 89,769
House Rent Allowance	₹ 1,78,001
Special Allowance	₹ 15,000
Leave Travel Allowance	₹ 26,931
Employer Contribution to PF	₹ 26,931
Employee Contribution to PF	₹ 5, 61,054
Fixed CTC	₹ 10,795
Gratuity	₹ 28,151
Medical Insurance	< 5,00,000
Net Salary (B)	₹ 80,000
Variable Pay	₹ 1,20,000
Joining Bonus	₹ 3,00,000
Annual CTC	11: (200 00113)

*A Joining Bonus of Rs.1,20,000/- is awarded to you which will be paid in two equal instalments. The first instalment will be paid along with third month's salary and the second instalment will be paid after completion of one year. This bonus would have to be reimbursed to the Company in the event of termination of your employment, due to any reason, within two years from the date of joining.

As a full-time employee of 42Gears, you would also be eligible for the following benefits:

- 1. Medical insurance: Medical insurance coverage for Rs.5,00,000/- per annum for you, parents, spouse and two children.
- 2. Gratuity: Gratuity will be paid as per the provisions of the Payment of Gratuity
- 3. Variable Pay: Employee is eligible for variable pay in September & March. Employee must finish probation period to avail variable pay in the respective cycles.

Place of Office: Bangalore, Karnataka

By signing/ confirming to the below mail you agreed to join 42Gears.





You will be getting a formal offer letter outlining the terms and conditions of your appointment on joining 42Gears.

For 42Gears Mobility Systems Private Limited

Authorised Signatory

Ashok Poojari

Acknowledged and accepted by

Name: Date:

f Cours

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**ACHARYA INSTITUTE OF TEAMOLOGY

Sold Translatil Bangalore-560 107

Head of the Department & Engg

Head of the Department & Engg

Head of the Department of Technology

Department of Information of Technology

Acharya Institute of Tec





Abhishek K, Bangalore Karnataka

Dear Abhishek,

Date: 29 Nov 2022

LETTER OF APPOINTMENT TO CSG Systems International (India) Private ("CSG")

Welcome to CSG!

We have pleasure in offering you employment with the CSG. Your conditions of employment are as follows:

Position Details:

Job Title: Software Development Eng Grad

Reporting Unit: Ascendon Software Delivery Group

Date of Commencement of Employment: 02 Aug 2023



Special Conditions

- a) This offer expires within 24 hours of receipt of this Offer of Employment.
- b) The Employee will be required to have and maintain the legal right to work in India.
- c) The Employee will be required to possess and maintain valid travel documents (passport etc.) as travel
- d) This offer is also contingent upon your representation that you are not a party to or bound by a non- compete, non-solicitation or any other agreement with a current or former employer restricting you from accepting and performing the functions of this offer
- e) This conditional offer is subject to successful completion of a background check. Due to current circumstances related to the pandemic, background checks have been delayed dependent upon the location and jurisdiction from which information is being obtained. Therefore, the completion of the background check process may not occur until after you have been hired but your employment remains conditioned on a satisfactory background check. Should you decide to move forward with the process prior to the background check being completed, we ask that you consider this carefully prior to giving any notice to a current employer or finalizing plans to relocate if applicable. Even if you have been hired, you may be terminated after your hire date based on the results of a criminal check.

Compensation and Benefits

Your salary would include fixed payments and reimbursements. The salary structure is provided as per the annexure attached to this letter. Accordingly, the annual salary as derived is INR 750,000.00 (Rupees Seven Lakh Fifty Thousand only)

Compensation Practices

Where your role requires you to incur expenses to the benefit of the company, these expenses will be reimbursed provided the correctly authorized claim form is submitted. Where you are required to travel for business purposes, you will be reimbursed for such travel at the rate applying from time to time.

Please note, however, that all business expenses and travel require the prior approval of your manager.

Expense reimbursements are role/assignment related and may be withdrawn and/or changed should your assignment or role change. They are not taken into account for purposes of annual increases which are based on total direct cost to company only.

The onus is on the employee to read the Expense claim procedure document to ensure re-imbursement of expense claims. (Document obtainable from HR/ Finance)



General

Please note that the above terms and conditions of employment are subject to change in writing.

Please confirm your acceptance of the terms and conditions of employment by signing the attached copy of this letter. Kindly

Kindly complete and return the following documents to the Human Resources Department. Non compliance will result in non-

- Copy of this letter of appointment signed by you.
- Employee declaration information sheet
- Provident fund beneficiary form
- **Gratuity Form**

On behalf of the Management and Staff of CSG - I welcome you to the CSG India Family.

Yours sincerely,

andhua Gulati

Talent Acquisition (APAC)

CSG Systems International (India) Private Limited

I accept the Employment Offer from CSG Systems International (India) Private Limited on the terms mentioned herein above. I have read and have understood the terms and conditions governing my employment with CSG and my signature below confirm my agreement hereto.

Head or the Lisparinient & Engg Soideyanahalli. Bengaluru - 560 107

PRINCIPAL

BOI STITUTE OF TELENIOLOGY
BOI Bangalore-560 107



TOYOTA TSUSHO SYSTEMS INDIA PRIVATE LIMITED

(Formerly Known as TT Network Integration India Private Limited)



Mr. Amogh P

Date: 22-Nov-2023

With reference to your application and subsequent interviews and discussions you had with us, we have pleasure in appointing you as Jr Application Engineer in our Company as per the following.

01. DATE OF APPOINTMENT

Your appointment is effective from 22- Nov- 2023.

02. COMPENSATION AND BENEFITS

- a. You will be paid salary and other allowances as detailed in Annexure I to this letter. The payment of salary is personal to you, and you are expected to maintain confidentiality about the same.
- b. Company will contribute to Provident Fund scheme in accordance with law.
- c. Company Medical Assistance will be as per the rules of the Company.
- d. Your compensation and benefits will be reviewed periodically as per Company Policy. Increments are discretionary and will be subject to and on the basis of effective performance and results. Annexure I will be recast on every review of compensation and benefits.

03. LEAVE

You will be entitled leave as per the rules of the Company.

04. PROBATIONARY PERIOD

You are initially appointed on probation. The period of probation shall be for six months from the date of your undertaking responsibility. The Company reserves the right to extend the probationary period, at its sole discretion if your work and progress are not found satisfactory. The Company at its discretion may confirm your service at any time during the course of or at the end of the probationary period initially fixed or subsequently extended. You will, however, continue to be on probationary till your services are confirmed in writing. During the probationary period, your services are liable to be terminated by either party, without assigning any reason by giving one month's notice or payment of one month's Gross salary in lieu of notice.

The Company may provide you with specialized training. In such event, the Company may require separate documentation in relation to the same and you may be also required to provide a Surety who shall be a person of standing acceptable to the Company [viz., owning urban property or Government employee, etc.,].

Your appointment and continuation in employment with the Company will be subject to your remaining medically fit. You are required to subject yourself for medical examination before the Medical Officer, specified by the Company, as and when called upon to do so.

#34, Level-2, Embassy Diamante, Vittal Mallya Road, Bangalore – 560 001. INDIA

Website: https://www.ttsystems.com/ind/ Email:admin.in@ttsystems.com



Be the Right ONE

Annexure I

Name of Employee: Mr. Amogh P

Compensation & Benefits

SI. No	Description	Amount in Rs.
1	Annual Salary CTC	500,000.00

Detailed Compensation and Benefits split up is as under:

(In Rs.) ,00,000 80,000 19,200 15,000 2,400 ,59,400	16,667 6,667 1,600 1,250 200 13,283
80,000 19,200 15,000 2,400	6,667 1,600 1,250 200
19,200 15,000 2,400	1,600 1,250 200
15,000 2,400	1,250
2,400	200
2,400	
	13,283
,59,400	10,20
	39,667
76,000	
- 1 000	2,000
24,000	41,667
00,000	41,007
	200
	24,000

For Toyota Tsusho Systems India Private Limited

Hirotake Osawa Managing Director

Offer Acceptance:

Name: Signature:

Head of the Department & Engg
Department of Information of Technology
Achania Institute of Technology pariment of information Science & Ent Acharya Institute of Technology Acharya Institute of Technology Soldevanahalli. Bengaluru - 560 107 Soldevanahalli.

PRINCIPAL

ACHARYA INSTITUTE OF TEL-MOLOGY

Soldevanunalli Bangalore-060 107





Date: 13 March 2023

Ref: i-exceed/HR/LOI/2023-76

Bhuvika A M, Bangalore.

Offer of Intent

Dear Bhuvika,

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 or 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. Itd. 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.
- 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. Itd. reserves the right to revoke this Offer of Intent without any

This Offer is also contingent upon us working together to determine an appropriate start date for your employment.



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,

17 Liha

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:

Lecleur

PRINCIPAL

CHARYA INSTITUTE OF TEU-NOLOGY

Goldevananalli Bangalore-560 107

Department

Head of the Department

Head of the Department of Technology

Department of Information Science & Engg

Acharya Institute of Technology

Sudde Pariahalli Bengaluru Se0 107





July 31, 2023 Bhavana M Employee No: DZ0138



Confirmation Letter

Dear Bhavana.

We are happy with your overall demonstrated performance in the company. In appreciation of your good work, we are pleased to inform you that your appointment has been confirmed with effect from August 1, 2023, for the full-time position of Analyst at DataZymes Analytics Pvt. Limited (the "Company" or "DataZymes"). This letter sets forth all the terms and conditions of the offer.

You shall continue to be covered by and are required to observe the current Employment Regulations and any subsequent revisions. We look forward to your valuable contributions and wish you all the very best for awarding your career with DataZymes.

Your CTC including gross salary, one-time bonus, performance bonus, and provident fund will be INR 6,08,333 per annum (Rupees Six Lakhs Eight Thousand Three hundred and Thirty Three per annum) as per the terms and conditions set out herein.

The CTC mentioned above is inclusive of a gross salary of INR 5,00,000/- per annum (Rupees Five Lakhs), a Target Performance based bonus of up to INR 1,00,000/- per annum (Rupees One Lakh) paid based on your performance and Company's performance.

The components of your salary are provided in Annexure A and would be governed by Company policies as amended from time to time.

Benefits

You will also be entitled, during the term of your employment, to medical and other employee benefits as the Company may offer from time to time, subject to applicable eligibility requirements. The Company does reserve the right to make any modifications to this benefits package that it deems appropriate.

In addition to the salary components indicated above and covered in Annexure A, you shall also be entitled to the following benefits as per Company Policies & rules during your tenure with Datazymes India.

Insurance - We offer the following Insurance benefits during your stay with the Company.

- Medical Insurance covering hospitalization expenses for you and your dependents is defined as per the Company's medical insurance scheme. Only spouse and children are covered as dependents.
- Personal Accident Insurance cover for Permanent /Temporary Disabled.
- Business Travel Insurance while traveling outside of India.

Gratuity - After you complete 5 years of continuous service with the Company, you will be eligible for Gratuity, the maximum amount of which is governed by the Gratuity law and is equivalent to 15 days of salary for each completed year of service and paid at the time of separation or retirement.

engineering creativity

Annexure A

Salary Components Basic Salary	Annually (in INR)	Monthly (in INR)
	2,00,000	16,677
HRA	80,000	6,667
Conveyance Allowance	15,000	1,250
Medical Allowance	15,000	1,250
Telephone/Broadband Internet	24,000	2,000
Special Allowance	1,42,000	11,833
Company Contribution to Provident Fund (PF)	24,000	2,000
Gross Salary	5,00,000	41,667
Gratuity ¹	8,333	
Performance Bonus ²	1,00,000	
Total CTC (Fixed + Bonus)	6,08,333	

1. Performance Bonus: This is subject to individual and company performance.

2. Gratuity: Provision of gratuity payable to an employee as per the standard Gratuity Act.

ACCEPTANCE

I accept employment with DataZymes under the terms set forth in this letter:

Accepted and Signed

Bhavana M

09 / 08 / 2023

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



25 April 2023

Bandaru Sai akshay Bangalore, India

Subject: Offer for Internship

Dear Akshay,

This is in response to your application for internship with SparkCognition India Private Limited. We would like to extend heartiest congratulations on your selection for Internship with SparkCognition India based at Bangalore for a duration of Three months. Your internship will start from 2 May 2023. Our team is looking forward to having you work with us.

During your internship, the concentration will be on helping you understand the theoretical concepts with their practicality and implications to help you connect your classroom knowledge and on-field experience.

The project details and technical platform will be shared with you on or before commencement of training.

Once again, congratulations and all the best.

Yours sincerely,

Kunal Kislay **Authorised Signatory**

Head of the Department Department of Information Science & Engg

Acharya Institute of Technology Soldevanahalii. Bengaluru - 560 107

ACHARYA INSTITUTE OF THE ANOLOGY Solutivarianalli Bangait. 560 107



Hi Deeksha,

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.
- 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

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)



Annexure 1

Annexure to: Deeksha H

Appointment Letter Dated: 16 January, 2024

Name	Deeksha H	
Level	D	
Designation	Engineer	
BU	тви	
Location	Trivandrum	Amount in INR
Basic House Rent Allowance Flexible Benefit Plan** Statutory Bonus *		15500 7750 1912 1400
Monthly Salary		26562
<u>Deferred Benefits (Annualised)</u> Provident Fund (As per the PF Act 1952) Gratuity (As per the Gratuity Act 1972)		22320 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.

Acharya Institute of Technology

Soldevanahalli, Bengaluru - 560 107

Head - Human Resources

TATA ELXSI

Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India iment of Institute of Technology

Institute of

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ACHARYA INSTITUTE OF TEURNOLOGY
Coldevanahalli Bangalore-560 107

TECH mahindra

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

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



Ref: 971614/2173014/ELTP

11-Sep-2023

Ms. Greeshma R Gowda Bengaluru (Kar) - 560107 Mobile: 8197050314

Subject: Offer of Appointment

Dear Ms. Greeshma R Gowda

It is our pleasure to welcome you once again to Tech Mahindra Limited.

- With reference to our discussions, we are pleased to offer you an appointment in our organization as Associate Software Engineer at Band 'U' and Sub Band 'U1' under ELTP Scheme.
- 2. You will be on probation for a period of 3 months from the date of joining the Company during which you will be on training. The training program called "Entry Level Integrated Training and Enablement"(ELITE) will include physical classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
- 3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
- Your remuneration "Annual Total Cash Compensation" will be INR 325000.00(Three Lakh Twenty Five Thousand). Please refer Annexure A for details on the compensation and statutory deductions.
- Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
- This offer is valid subject to your fulfilling the following: -
 - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - Meeting the set eligibility criteria at the end of your academic course
 - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.
- 7. You are required to sign a service bond (Draft at Annexure I) with our organization for a sum of Indian Rupees You are required to sign a service bond (Draft at Clinexpie 1) with our organization for a sum of indian Rupees 1,00,000/- (Rupees One Lakh Only). As per the bond you will be required to serve the Company for a minimum period 1,00,000/- (Rupees One Lakit Only). As per the bolio you will be required to serve the Company for a minimum period of 2 years from the date of your joining. Your joining to Tech Mahindra will be subject to successful submission of all of z years from the date of your joining. Tool joining to Tool maintain the besuper to successful submission of all mandatory documents, failing which the company reserves the right to withdraw your employment offer. In case you are mandatory documents, raining which the company reserves the right to withdraw your employment oner. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding INR15,000/- (Rupees not posted at your home town, you are entitled to a one-time settlement allowance not exceeding INR15,000/- (Rupees not posted at your home town, you are entitled to a one-time settlement allowance not exceeding INR15,000/- (Rupees not posted at your home town, you are entitled to a one-time settlement allowance not exceeding INR15,000/- (Rupees not posted at your home town, you are entitled to a one-time settlement allowance not exceeding INR15,000/- (Rupees not posted at your home town, you are entitled to a one-time settlement allowance not exceeding INR15,000/- (Rupees not posted at your home town, you are entitled to a one-time settlement allowance not exceeding INR15,000/- (Rupees not posted at your home town). not posted at your nome town, you are change to a one time settlement anowance not exceeding INK15,000. Fifteen Thousand Only) towards travel & movement of baggage, initial hotel accommodation and deposit for

Page 1 of 24

Rise for a more equal world



Rise to be future-ready

Rise to create value

TECH mahindra

Tech Mahindra Limited Info city, Hi-tech City Layout Madhapur, Hyderabad 500081,India Tel: +91 40 3063 8363 Fax: +91 40 2311 7011

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

ANNEXURE - A

NAME	Ms Greeshma R Gowda	
TITLE	Associate Software Engineer	
BAND	U1	Per Annum
LOCATION	BENGALURU	(All figures in INR)
	COMPONENTS	111397
		77978
BASIC (@40% (OF TOTAL FIXED PAY)	48000
HRA (@70% OF	BASIC)	13368
PONILS / STAT	UTORY BONUS	27750
SUNUS / CI/	UTORY BONUS CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	278493
EMPLOTERO	PONENTS OF TFP	30944
-LEXIBLE COM	PAY(A)	15563
TOTAL FIXED F	BLE PAY (TVP) (B)	5359
TOTAL VARIAB	ENEFITS(C)	10204
		325000
GRATUITY	REMIUMS (towards GTLI, GMIP AND GPAI)	323000
NICHBANCE PE	O COMPANY(D) = (A) + (B) + (C)	

- Salary: Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your required to open a Bank A/c with any of the Company specified Bank/s.
- Flexible Benefit Plan (as applicable): , You are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.

to real		1
	Max Limit	
2 - monent		12000
Component		26400
Leave Travel Assistance		20400
Leave Have		
Meal Card		

(Contd...)

Page 3 of 24

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Rise to create value

Department of Information Science & Engg Acharya Institute of Technology Soldevanahalli, Bengaluru - 560 107

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Soldevananalli Bangalore-bot.







06-Sep-2023

Dear Himanshu Bansal, B.E., Information Science and Engineering Acharya Institute of Technology, Bangalore

Candidate ID - 24234239

Thank you for exploring career opportunities with Cognizant Technology Solutions India Private Limited ("Cognizant"). You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of Programmer Analyst Trainee.

During your probation period of 12 months which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in Compensation and Benefits Annexure. Your compensation is highly confidential and if the need arises, you may discuss it only with your manager.

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

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure**. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

- 2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.
- 3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Certified Skill Development (CSD) training program (if offered to you).

Read Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



Annexure A

Compensation and Benefits

Himanshu Bansal Name:

Designation: Programmer Analyst

Trainee

SI. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7.	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

Note: The Insurance amount may vary subject to market conditions from time to time.

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

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- · Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SING	Category of Leave	No. of leave days
SI No	Earned Leave	18
1	Sick Leave	12
2	Casual Leave	6
3	Oddan Et al	

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

4 Course PRINCIPAL

PRINCIPAL ACHARYA INSTITUTE OF TEURNOLOGY Solc and Janyalore-560 107

Bepartment Department of Information Science & Engg Acharya Institule of Technology Scholevanahallı Bengaluru - 560 107





Apex Offer Proposal-Nandish M S

2 messages

Soumi Ghosh <soumi.ghosh@apexgroup.com>

Tue, 7 Feb 2023 at 17:41

To: nandishs.19.beis@acharya.ac.in <nandishs.19.beis@acharya.ac.in>

Cc: APEX INDIA RECRUITMENT <india.recruitment@apexgroup.com>, Smritirekha Chowdhury

<smritirekha.chowdhury@apexgroup.com>, Sunkara Tejasri <sunkara.tejasri@apexgroup.com>, Onboarding_Team_India <onboarding.india@apexgroup.com>

Dear Nandish,

Heartly congratulations! on being selected with Apex fund services.

Following is the Proposed offer for your corporate title as Management Associate with Apex Bangalore. Please confirm, post which we will issue an offer letter.

Date of Joining – 20th February 2023

Apex Offer	Per Month	Per Annum
	INR	INR
Basic + DA	21,100	253,200
House Rent Allowance	8,440	101,280
Discretionary Allowance	14,612	175,341
Gross Salary	44,152	529,821
PF Contribution of Employer	1,800	21,600
Gratuity	1,015	12,179
Sodexo	1,200	14,400
TA	6,000	72,000
Cost to Company (CTC)	54,167	650,000

Note:

- 1. Please note that the PF contribution of Employee [equivalent of PF contribution of Employer] would be deducted from the Gross salary.
- 2. *Transport allowance will be provided to an employee up to INR 6,000 on monthly basis as per the applicable policy. However this will not be provided incase an employee is working outside of office premises including working from home or any such location not listed as office, wants to opt for transport facility for commuting between home to office or avail parking space at office premise (applicable for 4 wheeler only). Further note that the payout of this allowance will be pro-rated basis the number of days the employee is present in office
- 3. Meal coupon of INR 1,200 per month will be shared to you as a food coupon.

Best Regards,



Apex Fund Services LLP, 290/281/276/243/244, Ground Floor A, Fortune Summit IT Park | Hosur Main Road, 6th Sector, HSR, Layout Roopena Agrahara | Bengaluru | 560068 | Karnataka | India www.theapexgroup.com

Forrester study reveals Apex Group's single-source solution delivers 105% ROI for asset managers

Find out more in the Total Economic Impact" report on Apex Group

Download now



Tue, 7 Feb 2023 at 17:49

Nandish M S <nandishs.19.beis@acharya.ac.in>

To: Soumi Ghosh <soumi.ghosh@apexgroup.com>

Cc: APEX INDIA RECRUITMENT <india.recruitment@apexgroup.com>, Smritirekha Chowdhury Smritirekha.chowdhury@apexgroup.com>, Smritirekha.chowdhury@apexgroup.com>, Sunkara Tejasri <sunkara.tejasri@apexgroup.com>, Onboarding_Team_India <onboarding.india@apexgroup.com>

I accept the offer. [Quoted text hidden]

Head of the Department Science & Engg Science of Information Technology 107

Department of Institute of Technology Acharya Institute Bengaluru - 560 107

Acharya haili. Bengaluru - 560 501

PRINCIPAL ACHARYA INSTITUTE OF TEURNOLOGY



HRD/NL/2022-23/0011

Date: 14-Oct-2022

Parinay Prasad

Sita Compound, 5, Main Road Ranchi , Jharkhand - 834001

Subject: Offer of Employment

Dear Parinay,

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a position as "Graduate Engineering Intern" with Nineleaps Technology Solutions Private Limited (the "Company"). Your location of reporting is Bangalore, India and the scheduled date of your joining will be communicated to you shortly.

Offer would stand automatically cancelled in case of any deviations in information or if you fail to report on or before the agreed date.

Your CTC will be Rs 6,00,000 /- per annum (Six Lakh Indian Rupees only). This CTC includes the fixed and variable component as detailed in the **Compensation Details sheet**.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. Please sign the duplicate of this offer as your acceptance and forward the same to us. If you do not do so within seven days after the date of this letter, the offer will lapse. Please also note that the terms of this letter and the attached offer letter are confidential.

Welcome to the Nineleaps family! We look forward to your joining us and wish you a long and fruitful career with the Company.

Yours sincerely,

for Nineleaps Technology Solutions Private Ltd.

Abhinaya Krishnamurthy	
Human Resource	
I have read, understood and accept the terms and condition	ns and will join on
Signature:	Date:

Compensation Details

(All figures in Indian Rupees per year unless specified otherwise)

Compensation structure

	Year	ly
Component		270,000
Basic:		
Allowances:	108,000	
House Rent Allowance	184,028	292,028
Special Allowance		
Retirals & Other Benefits:	21,600	
a) Employer Contribution of PF	12,981	
b) Gratuity		37,972
c) Insurance - GMC (Health Insurance) Self, Spouse and Child GPA (Accidental Insurance) Self	3,391	0
Performance Linked Variable Pay:		6,00,000
Total Cost to Company (Basic + Allowance + Retirals + Variable Pay)		6,00,000

^{*} The above CTC will have deductions with respect to Income tax, Provident Fund, Professional Tax, and Gratuity.

Annual Variable Incentive will be paid on the yearly basis at the end of Financial Year(March) and variable incentive is calculated on utilisation status i,e no of days in the project.

All the above benefits are as per Company's policies, which are subject to change from time to time. You shall be duly notified in the event of any such change. Please note that there will be statutory deductions of income tax, professional tax and PF out of the gross salary.







25-Aug-2023

Dear Pavan R Shetty, B.E., Information Science and Engineering Acharya Institute of Technology, Bangalore

Candidate ID - 24198458

Thank you for exploring career opportunities with Cognizant Technology Solutions India Private Limited ("Cognizant"). You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of Programmer Analyst Trainee.

During your probation period of 12 months which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in Compensation and Benefits Annexure. Your compensation is highly confidential and if the need arises, you may discuss it only with your manager.

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

Your appointment will be governed by the terms and conditions of employment as presented in Employment Agreement Annexure. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

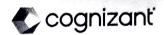
Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only 1 day and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

- 2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.
- 3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Certified Skill Development (CSD) training program (if offered to you).

Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



Annexure A

Compensation and Benefits

Name: Pavan Shetty

Designation: Programmer Analyst

Trainee

SI. No.	Description	Monthly	Yearly
		10500	126,000
1	Basic	6300	75,600
2	HRA*	800	9,600
3	Conveyance Allowance*		15,000
4	Medical Allowance*	1250	
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
		7349	88,188
7	Special Allowance*		359,988
	Annual Gross Compensation		22,500
	Incentive Indication (per annum)**		382,488
	Annual Total Compensation		
	Company's contribution towards benefits (Medical, Accident		19,500
	and Life Insurance)		401,988
	Annual Total Remuneration		

Note: The Insurance amount may vary subject to market conditions from time to time.

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

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SUND Category of Leave		No. of leave days	
SI No		18	
1	Earned Leave	12	
2	Sick Leave	6	
3	Casual Leave	ů	

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

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e Department Department of Information Science & Engg

Acharya Institute of Technology Sodevanahalli, Bengaluru - 560 107

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☑ Info@acmegrade.com ☑ +918884432119 CIN: U72900KA2021PTC160431 GSTN: 29AAVCA6021D1ZM PAN: AAVCA6021D

02/05/2023

Dear Pooja S L,

We are pleased to offer you a 6 Months Internship with Acmegrade Pvt. Ltd. "At- will basis" which can be extended. Please find the following confirmation of your internship:

Training Date: 07/08/2023 to 20/08/2023

Internship Start Date: 21/08/2023
Internship End Date: 21/02/2024

Your job title will be "Business Development Intern". Your scope of responsibilities will include those for which you are engaged, as well as any other duties given to you by your reporting manager from time to time. By accepting this internship offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms. You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

You will be eligible for a stipend of INR ₹18,000 per month and INR ₹10,000 as incentives for the period based on revenue with statutory deductions as per the company policies & performance. As an intern you will not receive any of the employee benefits that regular employees receive. During the internship period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 days' notice should you wish to terminate your internship before the end of your tenure.

By accepting this offer of Internship, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purpose or from disclosing it to anyone outside of the Company. In addition, you agree that, upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.

Acmegrade Pvt. Ltd HustleHub, TechPark,27th Main Ra ITI Layout, 1st Sector, HSR Layout Bengaluru, Karnataka 56010.

Info@acmegrade.com

+918884432119

CIN: U72900KA2021PTC 15043 GSTN : 29 AAV CA602 ID 1 ZM PAN AAVCA6021D



By accepting this internship offer letter, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. Official communication either within the company or outside the company should be through the company Email of your manager only.

To indicate your acceptance, please mail the signed and scanned soft copy of the training Offer Letter and the documents as mentioned below to the <<u>careers@acmegrade.com</u>> within two working days from the receipt of this mail. The offer shall stand automatically withdrawn without further action on the part of ACMEGRADE if we do not receive your acceptance as per the mentioned timeline.

NOTE: After completion of the internship your package will be from 4 - 6 LPA .

Working Hours: 8 Hours / day

Job Type: Full Time Internship

Monthly Target: ₹2,00,000/-

Location: Bangalore.

Acceptance of the Candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Acmegrade, and will report on the mentioned training date.

SIGNATURE:

DATE:

(Candidate's Signature)

With Regards, Rupal Kumar Singh HR Head. Acmegrade Pvt. Ltd.

Acmegrade Pvt. Lt

HustleHub, TechPark, 27th Main I ITI Layout, 1st Sector, HSR Layo Bengaluru, Karnataka 5601



Hi Praveen,

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

TATA ELXSI



Annexure 1

Annexure to: Praveen Kumark V

Appointment Letter Dated: 16 January, 2024

Name	Praveen Kumark \
	Flaveenika

Level	L
Level	U

Designation	Engineer

BU	TBU
	, , ,

Location	Manurum	
		Amount in INR

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

	26562
Monthly Salary	

Deferred Benefits (Annualised)

Provident Fund (As per the PF Act 1952)	22320
Trovident and (No per the Control of	0047
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.

_{barrmenr or mormanon ocience a Eng Acharya Institute of Technology Acharya Institute of Technology Soldevanahalli, Bengalu**ru - 56**0 107 Soldevanahalli, Bengalu**ru -** 560}

Head - Human Resources

TATA ELXSI

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

Department of Information Science & Engg Tel +91 80 2297 9123 Fax +91 80 2841 1474

www.tataelxsi.com

(CIN £85110KA1989PLC000988)

eculio

PRINCIPAL

ACHARYA INSTITUTE OF TEURNOLOGY Soldeanatti Bangalore-560 107 Personal and Confidential



July 31, 2023 Preethi L

Employee No: DZ0137



Confirmation Letter

Dear Preethi,

We are happy with your overall demonstrated performance in the company. In appreciation of your good work, we are pleased to inform you that your appointment has been confirmed with effect from August 1, 2023, for the full-time position of Analyst at DataZymes Analytics Pvt. Limited (the "Company" or "DataZymes"). This letter sets forth all the terms and conditions of the offer.

You shall continue to be covered by and are required to observe the current Employment Regulations and any subsequent revisions. We look forward to your valuable contributions and wish you all the very best for awarding your career with DataZymes.

Your CTC including gross salary, one-time bonus, performance bonus, and provident fund will be INR 6,08,333 per annum (Rupees Six Lakhs Eight Thousand Three hundred and Thirty Three per annum) as per the terms and conditions set out herein.

The CTC mentioned above is inclusive of a gross salary of INR 5,00,000/- per annum (Rupees Five Lakhs), a Target Performance based bonus of up to INR 1,00,000/- per annum (Rupees One Lakh) paid based on your performance and Company's performance.

The components of your salary are provided in Annexure A and would be governed by Company policies as amended from time to time.

Benefits

You will also be entitled, during the term of your employment, to medical and other employee benefits as the Company may offer from time to time, subject to applicable eligibility requirements. The Company does reserve the right to make any modifications to this benefits package that it deems appropriate.

In addition to the salary components indicated above and covered in Annexure A, you shall also be entitled to the following benefits as per Company Policies & rules during your tenure with Datazymes India.

Insurance - We offer the following Insurance benefits during your stay with the Company.

- Medical Insurance covering hospitalization expenses for you and your dependents is defined as per the Company's medical insurance scheme. Only spouse and children are covered as dependents.
- Personal Accident Insurance cover for Permanent /Temporary Disabled.
- Business Travel Insurance while traveling outside of India.

Gratuity - After you complete 5 years of continuous service with the Company, you will be eligible for Gratuity, the maximum amount of which is governed by the Gratuity law and is equivalent to 15 days of salary for each completed year of service and paid at the time of separation or retirement.

preethi l



Annexure A

Salary Components	Annually (in INR)	Monthly (in INR)
Basic Salary	2,00,000	16,677
HRA	80,000	6,667
Conveyance Allowance	15,000	1,250
Medical Allowance	15,000	1,250
Telephone/Broadband Internet	24,000	2,000
Special Allowance	1,42,000	11,833
Company Contribution to Provident Fund (PF)	24,000	2,000
Gross Salary	5,00,000	41,667
Gratuity ¹	8,333	
Performance Bonus ²	1,00,000	
Total CTC (Fixed + Bonus)	6,08,333	

- 1. Performance Bonus: This is subject to individual and company performance.
- 2. Gratuity: Provision of gratuity payable to an employee as per the standard Gratuity Act.

ACCEPTANCE

I accept employment with DataZymes under the terms set forth in this letter:

preethi l Accepted and Signed

Preethi L

16 / 08 / 2023

Head of the Department Department of Information Science & Engg Acharya Institute of Technology Soldevanahalli, Bengaluru - 560 107

PRINCIPAL

ACHARYA INSTITUTE OF TEURINOLOGY Soldevananalli Bangalore-560 107





Hi Ramakrishna,

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

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



Annexure 1

Annexure to: Ramakrishna Shivaram Hegde

Appointment Letter Dated: 16 January, 2024

Name	
------	--

Ramakrishna Shivaram Hegde

Level

D

Designation

Engineer

BU

TBU

Location

Trivandrum

Location	(Amount in INR
		15500
Basic		7750
House Rent Allowance		1912
Flexible Benefit Plan**		1400
Statutory Bonus *		
•		26562

Monthly Salary

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

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

Department of Incidute of Technology Head Information Technology TUHARYA INSTITUTE OF TEURIOLO artment of Information 560 10 Solde rangualli Bangalore-560 1 Acharya Institute Bengaluru Soldevanahalli, Bengaluru

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



Mu Sigma

Date: June 06, 2023

Saurav Kumar Candidate ID:C20231225 Acharya Institute of Technology, Bangalore



Dear Sauray,

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



Annexure 1

S.No	Particulars	2024				
1	Total compensation on Joining till Dec 2024	5,00,000 (PA)	2025	2026	2027	4 jumps
2	1 st Jump - Jan 2025 Compensation Revision	3,00,000 (PA)	0.50.000.00.0			
3	2 nd Jump - Jan 2026 Compensation revision	PRESIDENCE AND	6,50,000 (PA)			
4	3 rd Jump - Jan 2027 Compensation revision			8,00,000 (PA)		
5	Total Cost to Company				10,50,000 (PA)	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	

Made of the Department & Engg Head of the Department & Engg Science & Engg

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**CHARYA INSTITUTE OF TEURNOLOGY

Soldevanahalli Bangalore-560 107

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







04-Nov-2023

Dear Suhas S, B.E., Information Science and Engineering Acharya Institute of Technology, Bangalore

Candidate ID - 24889213

Thank you for exploring career opportunities with Cognizant Technology Solutions India Private Limited ("Cognizant"). You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of Programmer Analyst Trainee.

During your probation period of 12 months which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/-towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in Compensation and Benefits Annexure. Your compensation is highly confidential and if the need arises, you may discuss it only with your manager.

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

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure**. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) in 10th, 12th Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to

- 2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.
- 3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Certified Skill Development (CSD) training program (if offered to you).

Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

Annexure A

2 Cognizani

Compensation and Benefits

Name: Suhas S

Designation: Programmer Analyst

Trainee

SI. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

Note: The Insurance amount may vary subject to market conditions from time to time.

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

- · Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- · Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- · Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

tion Science & Engs Ta Institute of Technology

Soldevanahalli, Bengaluru - 560 107

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ACHARYA INSTITUTE OF TELEMINOLOGY

SC 1000



C-SQUAD LLP

4th Floor, Trendz Trinity Building, Plot No 18, Survey No 31 to 36, Madhapur, Hyderabad - 500 081.

To Saurav Gupta

Email: sauravrkm43@gmail.com

Sub: Appointment Letter

Dear Sauray,

We are glad to appoint you as a **Marketing Associate** with the company with effect from 12th June 2023 under the following terms and conditions:

- Your Gross Compensation shall be Rs. 4,80,000/- per annum (Four Lacs Eighty Thousand Rupees only).
 Your Salary is payable on or before the 5th of each month and will be reviewed after six months based on your performance.
- 2. As a Marketing Associate employed by the Firm you will be required to work solely on "Relative" an online platform in the fintech industry, [currently being developed by Relative Technologies Solution Pte. Ltd].
- 3. You will be on probation for a period of (three) months. The probation period will start from the date of your commencing employment with the Firm. Confirmation of your appointment upon the completion of the probation period will depend, among others on your performance, attitude towards work, conduct, and if required, satisfactory reference and background checks.
- 4. During the probation period, your services may be terminated by the Firm with one week's notice or payment of one week's salary in lieu thereof without assigning any reason whatsoever.
- 5. On confirmation as a regular employee after the probation period is completed, you will be required to give one month's notice or one month's salary in lieu thereof, in case you decide to leave our services subject to the Firm's discretion. If you have an incomplete assignment, the Firm will have the discretion to relieve you only at the end of the one-month notice period. Similarly, the Firm can terminate your services by giving one month's notice or salary.
- 6. The Firm reserves the right to terminate your employment immediately for violating the terms of your confidentiality and Employment agreement with the Firm, violation of the Firm policies or unethical or unprofessional conduct or behaviour. There will not be any Notice period or Notice Pay for termination of employment in this situation.
- 7. Upon confirmation and completion of one year of employment with the Firm, you will also be eligible to be considered for the Annual performance Bonus. The Annual performance bonus will be decided based on your performance and the discretion of the Management.

Your initial place of work will be Hyderabad. However, you can work from anywhere at the Firm's discretion and your services are transferable, and you may be assigned, after reasonable notice and mutual consultation, to any location in India or abroad where the organization conducts its business.

(86)



C- SQUAD LLP

4th Floor, Trendz Trinity Building, Plot No 18, Survey No 31 to 36, Madhapur, Hyderabad - 500 081.

- 8. The terms of this Appointment are strictly confidential, and violation of such terms could result in penalties including potential termination of your employment with the Firm.
- 9. The Appointment and employment agreements are subject to the jurisdiction of the courts in Hyderabad

If you are agreeable to the above, kindly sign and return a copy of this letter. Please initial each page in the

By executing this appointment letter, you are in addition to agreeing to be bound, in letter and spirit, by the terms of this letter, authorizing the Firm to conduct reference and background checks as may be deemed

We welcome you and wish you every success in your career with C-Squad.

With warm regards, For C-Squad LLP

DocuSigned by:

tearan Srininasan

-FD086D112C5F43D

Karan Srinivasan

CEO

I have read, understood and agree to the terms and conditions as outlined in this Appointment letter.

Head of the Department Department of Information Science & Engg Acharya Institute of Technology Kolicaya manuna or reormolog Solicavanahalli. Bengaluru - 560

Saurav Gupta

ACHARYA INSTITUTE O vananalli Bangalore-560 10 31-Jul-2023

Seial D Vhankade



Offer Letter

Dear Sejal D Vhankade

Congratulations and welcome to Falabella, the place where we are committed to simplifying life and making it a more enjoyable experience!

We are pleased to offer you a position of Associate Back End Software Engineer at Falabella Corporate Services India Private Limited (herein referred to as "Company") on the following terms and conditions.

- 1. Commencement date of employment: As mutually agreed, you are required to join the Company no later than **01-Aug-2023 ("Date of Commencement")**. In the event you are unable to join on the Date of Commencement, the Company will have the option to rescind this offer.
- 2. Compensation: Your compensation on a Cost to Company basis is INR 945,000 per annum. Please note that income tax will be deducted at source from your annual compensation in compliance with prevailing tax regulations. The detailed break-up of the annual compensation offered to you is outlined in Annexure 'A' to this letter and as below. It is a condition of your service that you shall abide by the Company's policy maintaining the strictest confidentiality of the compensation you receive.
- * Fixed compensation: Your fixed compensation is INR 900,000, payable in twelve monthly equal instalments at the end of each calendar month in accordance with the rules of the Company.
- * Performance bonus: You are also eligible to participate in the Company's performance bonus program as applicable to your role. Your target bonus is INR 45,000 of your fixed compensation assuming employment for a full performance year 1 January to 31 December. This bonus, based on performance, is payable annually to you on the bonus payout date subject to you being employed with the Company as on the date of payment of the bonus. For the initial year of your employment following your date of joining the Company, your performance bonus will be prorated based on the actual duration of your participation in the performance bonus program. Please note that the performance bonus you receive is dependent on your individual performance and the performance of the Company together with its holding, subsidiary and parent company, for the year 1 January to 31 December. The performance bonus is administered in accordance with the Company's policy, which the Company reserves the right to amend or discontinue at any time, entirely at its discretion, with or without notice to you. It is clarified that the Company retains the right to modify, amend or terminate its plans and policies, including the performance bonus program, from time to time, at its sole discretion. It is also clarified that any payment of bonus or other compensation in one financial year, under any of the Company's plans and/or policies does not create a right to claim such compensation or bonus from the Company in the future.
- * Internet allowance: You will also be eligible for a monthly internet/telephone allowance of INR 1,000 which will be paid to you every month along with your salary. This will be paid to you effective the following month of your joining.
- 3. Location: Your assigned place of work will be our office in **Bangalore**, **India**, situated at the address mentioned above on this letterhead unless otherwise communicated to you. However, the Company reserves the right to assign you to any of its subsidiaries/offices in India or overseas, as applicable. In such cases, your employment may be governed by the terms and conditions of service applicable at the new location/subsidiary.

FALABELLA

Annexure A - Compensation Break-up

Name: Sejal D Vhankade Designation: Associate Back End Software Engineer Date of Joining: 01-Aug-2023 Department/Function: Home Delivery

	Fixed Gross	Salary (INR)
Fixed Gross Salary	Monthly (INR)	Annual (INR)
	30,000	
Basic Salary	12,000	144,000
House Rent Allowance (HRA)	2,500	30,000
Leave Travel Allowance (LTA)	26,900	322,800
Special Allowance	3,600	43,200
Employer's Provident Fund (PF) contribution	75,000	900,000
TOTAL FIXED GROSS SALARY		45,000
Performance bonus (assuming 100% bonus payout)	78,750	945,000
TOTAL COMPENSATION (Cost To Company)	iblo law	

Gratuity shall be applicable and payable in accordance with the provisions of the applicable law.

Professional Tax (PT), Tax Deducted at Source (TDS) and other applicable taxes shall be deducted per the provisions of the applicable law.

Employee's contribution to Provident Fund (PF) will be deducted and the applicable Employer contribution will be deposited with the PF authorities each month as per applicable law.

Head of the Department Department of Information Science & Engg oarment or mormation polence a crit Acharya Institute of Technology Acharya Institute of Technology Soldevanahalli, Bengaluru - 560 107

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Under Ministry of Heavy Industries, Govt. of India)

Ref No.: AEAMT/NATS/2023-24/GISE-18

26th October 2023

Dear Mr. Shashi Kumar K. V.

Greetings from CMTI

With reference to your application vide our Advt. No. 08/2023, Walk-in interview dated 12.10.2023, we are glad to inform you that you have been selected for undergoing apprenticeship training as Graduate Apprentice in our Institute, under the provisions of the Apprentices act 1961 and Apprenticeship rules 1922, for a period of 01 year.

We here by advice you to report to the undersigned, for further action on 02nd November 2023 at

If you do not report by the above date, it is assumed that you are not interested in the apprenticeship and your candidature will be cancelled.

On reporting, you must execute a contract for the period of training of 1 year as per the Apprenticeship Act. After execution, this contract will be verified, approved and a contract number will be generated by BOAT-SR for continuation of your Apprenticeship at CMTI. CMTI shall not be responsible if your contract is not approved by BOAT-SR.

Apprenticeship at CMTI shall not entitle you any right to claim any type of regular employment in CMTI.

For Central Manufacturing Technology Institute

(Asha R Upadhyaya) Centre Head - AEAMT

PRINCIPAL

4CHARYA INSTITUTE OF TECHNOLOGY Soldevananalli Bangalore-560 107

Department of Information Science & Engg Acharya Institute of Technology Soidevanahalli, Bengaluru - 560 107

Departnient

Registered Office: Tumkur Road, Bengaluru - 560022, Karnataka, India, Tel.: 91-80-22188373, Fax: 91-80-23370428

General Enquiry: infocmti@cmti.res.in, Business Enquiry: ppm@cmti.res.in Website: www.cmti.res.in

Regional Centre : CMTI, NSIC Campus, Aji Industrial Area, Bhavanagar Road, Rajkot-360 003, Gujarat, Telefax : 0281-2384128

Manufacturing-the uniquely, ubiquitous and perpetual human endeavour to advance overall quality of life."

Hewlett Packard Enterprise



Hewlett Packard Enterprise India Pvt Ltd

24, Salarpuria Arena Hosur Main Road, Adugodi Bengaluru - 560 030 Karnataka, India www.hpe.com

04/04/2023

Dear Shilpa T H D/o Hanumantharaju K,

We are pleased to extend to you an offer of employment with Hewlett Packard Enterprise ("HPE" or the "Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks being conducted either by HPE or an appropriate third party. The results of such background checks being favorable in HPE's reasonable opinion, and if this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by HPE. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

We hope you choose to join Hewlett Packard Enterprise and look forward to hearing from you soon. Let's build the future together.

Thanking you

Regd. Office: Hewlett Packard Enterprise Pvt. Ltd, 24, Salarpuria Arena, Hosur Main Road, Adugodi, Bengaluru - 560030, India

FOR Company	FOR Employee	
Air Services	Name:	
Sailesh A J Menezes	Signature:	
Senior Director – Human Resources	Date:	

Hewlett Packard Enterprise

Enclosed:

- a) Annexure (I) Annualized Compensation & Benefit Statement
- b) Annexure (II) Allowances and Benefit Plan
- c) ARCIPD

Annualized Compensation & Benefits Statement – Annexure I

All figures are INR per annum

(A) Basic Salary

Rs 220,000.00

(B) Allowances and Benefits Plan Rs 293,018.00

IND - Provident Fund Rs 26,400.00

IND - Gratuity @ 4.81% of Basic Rs 10,582.00

IND - Differential Gratuity Plan Rs 0.00

Company contribution to Gratuity @ 4.81% of basic salary under Payment of Gratuity Act or wages as defined under Code of Social Security on implementation.

Total Cost to Company 550,000.00

EOD	Company	

Sailesh A J Menezes

Senior Director - Human Resources

Head of the Department Department of Information Science & Engg Acharya Institute of Technology Soldevanahalli, Bengaluru - 580 107

FOR Em	ployee			
Name:			 	
Signature	e:	,	 	

Date:



GeskyAnts



Offer Letter

Date: 20th July 2023 Ref. No.: GABLR/23/07/0112

Dear Shriya Sonam,

It is our pleasure to offer you employment as a Software Engineer- I at GeekyAnts India Pvt Ltd (hereinafter referred to as "GeekyAnts" and/or "Company"). In this position, you will report directly to Shrutika Swaraj (Tech Lead - I) beginning 26th July 2023. You will be under a probation period of 3 months (which can be extended up to 6 months) from the date of joining, where your performance will be closely monitored. Based upon your performance during the probation period, your employment with GeekyAnts will be confirmed. In this respect, you are required to sign standard terms and conditions of employment as detailed in Annexure A.

Your remuneration package will be Rs.3,00,000/- per annum. The necessary break-up is as stated in Annexure B.

- Your Salary as scheduled:
 - Annual Gross Salary: Your Annual Gross Salary would be Rs.3,00,000/- per annum.
- Standard Deductions: Standard deductions will be made from your monthly salary based on applicable laws and Company policies as elaborated in clause 2 of Annexure A below.

After Confirmation Your remuneration package will be revised to Rs. 5,00,000/- per annum. The necessary break-up is stated below and in Annexure C.

- Your Salary as scheduled:
 - Annual Gross Salary: Your Annual Gross Salary would be Rs. 5,00,000/- per annum.
- Standard Deductions: Standard deductions will be made from your monthly salary based on applicable laws and Company policies as elaborated in clause 2 of Annexure A below.

Indemnity Clause: GeekyAnts will be investing considerable sums of money in training and enhancing the skill sets of the Employee. In consideration of the training and enhancement of skill sets that the Employee will receive from the Company, the Employee agrees to serve in the employment of the Company for a minimum period of 18 Months from the date of execution of the Employment Agreement. Accordingly, if the Employee (i) fails to complete the Minimum Term; and/or (ii) fails to perform his/her obligations under the Employment Agreement, the Employee shall pay the Company a sum of Rs. 2,50,000/- (Rupees Two Lakh Fifty Thousand only) as liquidated damages suffered by the Company thereof.

Please note that this offer is contingent upon satisfactory personal references and background check being obtained. We reserve the right to withdraw our offer of employment, if personal references and/or background check information are not provided or the results are deemed unsatisfactory.

Springs Jonera

GeekyAnts India Pvt. Ltd. (formerly known as Sahu Soft India Pvt. Ltd.),

Reg no: U72200BR2006PTC011902, Head Office: Amgola Road, Muzaffarpur, PIN 842 002, Bihar, India Corporate office: # 18, 2nd Cross Road, NS Palya, BTM layout 2nd Stage, Bangalore-76, Karnataka, India

■ +91 84 484 44709,
■: info@geekyants.com,
www.geekyants.com.
Doc ID: 110ca1884f16fb1dfe802117d907cef01f68eb01



Salary Break-up : Annexure B

Ref. No.: GABLR/23/07/0112

Ref. No.: GABLR/23/07/0112 SALARY COMPONENTS	MONTHLY	ANNUAL
PACKAGE		
Basic Salary	21,550	2,58,600
House Rent Allowance	0	0
	0	0
Car Allowance	1,500	18,000
Food Allowance	0	0
Leave Travel Allowance	0	0
Fixed Allowance	0	0
Stipend	23,050	2,76,600
Gross Salary (A)	20,000	
Other Benefits	1,800	21,600
Provident Fund (Employer's contribution)	150	1,800
Provident Fund (Others)		0
ESI (Employer's contribution)	0	
Total Other Benefits (B)	1,950	23,400
Bonus		0
Total Bonus (C)	0	
CTC - Gross Salary (A + B + C)	25,000	3,00,000
DEDUCTIONS	to cate and	
PF (Employee contribution)	1,800	21,600
ESI (Employee contribution)	(-
PT	200	2,400
Total Deductions (D)	2,000	24,000
Net Salary Monthly Salary (A - D)	21,050	2,52,600

^{*}Standard deductions will be made from your monthly salary as elaborated in clause 2 of Annexure A.

Shringa

GeekyAnts India Pvt. Ltd. (formerly known as Sahu Soft India Pvt. Ltd.),

Reg no: U72200BR2006PTC011902, Head Office: Amgola Road, Muzaffarpur, PIN 842 002, Bihar, India Corporate office: #18, 2nd Cross Road, NS Palya, BTM layout 2nd Stage, Bangalore-76, Karnataka, India

🕒 +91 84 484 44709, 🖼 : info@geekyants.com, 🚱 www.geekyants.com.

Doc ID: 110ca1884f16fb1dfe802117d907cef01f68eb01

BEYOURSELF,



Strictly Private and Confidential

Date: 09/20/2023

Shwetha Manjunatha

C12275404

7760202638

Cheluru Post, Cheluru Hobali, Gubbi Talluku, Kachenahalli, Tumkur District, Karnataka, 572117

Dear Shwetha Manjunatha,

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

Job Profile - Packaged App Development Associate Management Level - 12 Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Remote working conditions -Declaration
- Annexure V-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, which shall be completed, without any delay or extension, within the course timeline as prescribed by the college/institution/university, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 11.0 Sep-2023

Candidate's Signature _____

ANNEXURE I

COMPENSATION & BENEFITS

nnual Total Cash compensation structure as per the Company guidelines is:	
	Annual (INR)
otal Cash Compensation Elements	3,83,000/-
A) Annual Fixed Compensation	32,500/-
B) Individual Performance Bonus (IPB) earning Personal Performance Bonus (IPB)	4,15,500/-
B) Illuvides Maximum Annual Total earning potential(A+B)	
c) Joining Bonus	INR 25,000/-
Joining Bonus (Refer to the section C)	
	INR 6,400/-
D)# Additional Notional Benefits Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	
	INR 13,800/-
Notional Insurance Premium paid by Company	INR 460700/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	
ATTRIBUT.	
E)##Additional Discretionary Reimbursements	
	INR 12,000/- (capped at INR 1,000/- per
nnual Internet reimbursement	month)
	•
Standayee Share Purchase Plan	INR 5,700/- [discount opportunity with
Optional opportunity to participate in the Employee Share Purchase Plan	optional investment of 10% of gross pay a
Accenture plc	no change in share price]
mployee Share Purchase plan – to purchase vide the part of the fair market value lass A ordinary shares at 15% discount on the fair market value	& count

Cullh PRINCIPAL ACHARYA INSTITUTE OF TEURINOLOGY Soldevananalli Bangalore-560 107
Candidate's Signature

Version 11.0 Sep-2023 artment
Science & Engg
Dailment Institute of Technology
Acharya Institute of Technology
Soldevanahalli. Bengaluru - 560 107

"CSg



24/11/2022

To, Talluri Gayathri

Letter of Appointment

Dear Talluri Gayathri

We pleased to offer you Intern role CSG Systems International (India) Private Limited ("CSG") as part of your continuing university studies, subject to the conditions in this letter. The period of your intern contract commences on 08/02/2023 ("Internship Commencement Date") for 5 months or the date at which you leave your university course, whichever is the earlier. The term of the internship contract may be extended if agreed to by both parties ("Internship Period").

1. ENGAGEMENT

Upon the Internship Commencement Date the Company will engage you in the Position set out in the schedule and on the terms set out in this letter. During your 7th and 8th Semester, CSG will be assessing you against the course metrics, attendance and your performance during the internship.

If you fail to pass your university studies, and/or fail to pass the CSG metrics at the end of the Seventh semester, this letter shall automatically expire and be void and of no effect.

2. DUTIES

You will carry out the duties from time to time required of you by the Company and will comply in all respects with the directions and regulations given or made by the Company.

You will use your best endeavours to promote the interests of the Company.

The core business hours of the Company are 9.30am to 6.30pm but you may be required to work longer hours to carry out your duties.

3. REMUNERATION

Upon the Internship Commencement Date, the Company will pay you INR 25,000 per month (subject to Tax based on the Tax regulations) as remuneration for your professional services during the internship contract period. Invoices for charges during the Internship Period shall be submitted and payment shall be made by the Company by end of the month.



16. NO WAIVER

Failure or omission by the Company at any time to enforce or require strict or timely compliance with any provision in this letter will not effect or impair that provision in any way or the right of the Company to use other remedies it may have in respect of any breach of any such provision.

17. GOVERNING LAW

Your contract is governed by, takes effect and will be construed in accordance with the laws of the state of Karnataka India, and you irrevocably and unconditionally submit to the exclusive jurisdiction of the courts of the state of Karnataka India and courts entitled to hear appeals therefrom.

SCHEDULE A

Position Title: Intern

Remuneration: Rupees 25,000 per month

If you agree to the terms and conditions set out above, please sign the acknowledgment below and return the signed letter to us.

Yours sincerely

Sandhya Gulati

Sandhya Gulati Director Regional Talent Acquisition CSG Systems International (India) Private Limited

I, Talluri Gayathri hereby agree to the terms and conditions of contract contained in this letter.

Head of the Department
Department of Information Science & Engs
Acharya Institute of Technology
Acharya Institute of Technology
Soldevanahalli, Bengaluru - 560 107

PRINCIPAL

ACHARVA INSTITUTE OF TEURNOLOGY
Sold anahalii Bangalore-560 10

MOMENTECH SOLUTIONS PRIVATE LIMITED

Springboard Business Hub Pvt Ltd, Gopala Krishna Complex, No.45/3 Residency Road, Museum Road, Bangalore North, Bangalore-560025, Karnataka

17/04/2023

Offer Letter

Congratulations! We are pleased to confirm that you have been selected to work for Momentech Solutions Private Limited. We are delighted to make you the following job offer:

The position we are offering you is that of SDE Intern with a monthly stipend of INR 45,000 for the first month which will be revised to INR 50,000 per month from the second month onwards.

We would like you to start work on 01/05/2023. Please report to me for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by 22/04/2023 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of the company and look forward to working with you.

Sincerely.

'asudevan Rajesh ounder and Director 11 Springboard Business Hub Pvt Ltd, Gopala Krishna Complex, No.45/3 Residency Road, Museum Road, Bangalore North, Bangalore-560025, Karnataka

Accepted by,

Tushar Setia

AADHAR: 6816 7401 0370

BE YOURSELF, MAKEADIFFERENCE.

accenture

Strictly Private and Confidential

Date: 08/25/2023

Tushara Nagaraju

C12193016

BTM Layout , Bangalore

8861366477

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

Job Profile - Packaged App Development Associate Management Level - 12 Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, which shall be completed, without any delay or extension, within the course timeline as prescribed by the college/institution/university, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective Science & Engg

start date.

PRINCIPAL

ANNEXURE I

COMPENSATION & BENEFITS

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

otal Cash Compensation Elements	
otal Cash Compensation Elements	Annual (I
A. A	3,83,000/-
A) Annual Fixed Compensation (IDD) assuing potential (at maximum 8.5%)	32,500/-
B) Individual Performance Bonus (IPB) earning potential (at maximum 8.5%)	4,15,500/-
Maximum Annual Total earning potential(A+B)	
C) Joining Bonus	INR 25,000/-
oining Bonus (Refer to the section C)	
D)# Additional Notional Benefits Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 13,800/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 460700/-
E)##Additional Discretionary Reimbursements	
nnual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per
	month)
Optional opportunity to participate in the Employee Share Purchase Plan	INR 5,700/- [discount opportunity with
	optional investment of 10% of gross pay a
nployee Share Purchase plan – to purchase Accenture plc	no change in share price]
ass A ordinary shares at 15% discount on the fair market value	

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Individual Performance Bonus (IPB)

You will be eligible to participate in the FY23 (September 2022 to August 2023) Individual Performance Bonus (IPB) Programme. Your



DataGrokr Analytics Private Limited

Bel Air Drive, Sth Floor, Bellary Road Near HMT Bhavan, Dena Bank Colony, Ganga Nagar, Bangalore, 560032 Contact: hello@datagrokr.com,

CIN: U72900KA2016FTC092831



Date: 28th April 2023

Ms. Unnathi R 42, 4th Main 6th Cross, Ravindra Nagar, T Dasarahalli, Bangalore North, Bangalore Karnataka – 560057

Dear Unnathi,

Subject: Appointment for post of Data Engineer

Appointment and Reporting

- Your starting date in your new roles will be 1st June 2023. The terms and conditions of your appointment shall be effective from your date of joining.
- 2. Please indicate your acceptance of this offer of employment and the said terms & conditions by signing and returning the duplicate copy of this letter upon receipt of the letter. Should you wish to accept this offer, please do so by 02nd May 2023
- 3. You will report to Mr. Arul Sharma, however your reporting is liable to change at the sole discretion of the company.
- 4. This offer of employment is subject to and conditioned upon the truthfulness of the representations you have made to the company during the recruitment process. DataGrokr reserves the right to, and will, initiate background verification post your acceptance of this offer of employment. If from the results of this background verification, it emerges that the particulars furnished by you are false/incorrect or if any material or relevant information has been suppressed or concealed, this appointment will be considered ineffective and irregular and would be subject to be terminated by the management forthwith without notice. This will be without prejudice to the right of the management to take disciplinary action against you for the same.

Department of Information Science & Engg Acharya Institute of Technology Soldevanahalli, Bengaluru - 560 107

PRINCIPAL

4CHARYA INSTITUTE OF TEURINOLOGY Soldevananalli Bangalore-560 107



DataGrokr Analytics Private Limited

Bel Air Drive, 5th Floor, Bellary Road Near HMT Bhavan, Dena Bank Colony, Ganga Nagar, Bangalore, 560032 Contact: hello@datagrokr.com,

CIN: U72900KA2016FTC092831

Annexure - 1: Compensation Details

SNO	Salary Component	Annual Compensation (INR)
1	Basic	3,00,000
2	HRA	1,20,000
3	Special Allowance	87,800
4	Flexible Benefits	49,000
5	Provident Fund*	43,200
6	A-Fixed Cost	6,00,000
7	B-Retention Bonus	80,000
8	Total	6,80,000

Annual Salary Structure (All amounts in INR)

- Total CTC: Rs. 6,80,000/ (assuming full 12 months of tenure)
 - o Fixed pay:
 - Compensation during first 12 months: Rs 50,000/ per month
 - o Retention bonus:
 - A quarterly bonus of Rs.20,000 payable at the end of every quarter (i.e. March, June, September and December). You would be eligible for 1st quarterly bonus upon completion of 2 months from the date of full-time conversion. The bonus will be paid out at payroll time provided you are on the rolls and not serving notice period.
- Flexible Benefits Include: LTA (Rs. 20,000), Telephone Expenses (Rs. 12,000) and Internet Expenses (Rs. 12,000).
- Retention Bonus will not be paid out if employee resigns, is asked to leave, or is serving notice period at any point before bonus is paid out.
- After completion of 12 months, your salary will be reviewed upon the next appraisal cycle,
 June or December.

PRINCIPAL

aCHARYA INSTITUTE OF TEURNOLOGV
Soldevanahalli Bangalore-560 107

September 9, 2023

To:

Varun N

Sub: Letter of Offer for Employment

Dear Varun,

We are pleased to offer you the position of **Associate - SAP Technical** at NEC Software Solutions (India) Private Limited.Our Parent Organization, NEC Corporation, is a 25 billion Company with offices spread

We would like you to join not later than **September 12, 2023** unless the date is extended to a mutually agreed date and communicated to you in writing.

Your Annual Total Employment Cost to the Company will be Rs.3,50,000/- (Rupees Three lakh Fifty Thousand only). A formal Appointment letter detailing the compensation and other terms & conditions will be issued on joining.

You will be under training for 6 – 8 weeks. After your training you will be assigned to a project wherein based on the project's requirements your role will be decided and communicated to you. Your performance will be reviewed after six months from training.

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment and will attract financial implication.

Your employment as per this offer is subject to you being medically fit. In this regard a medical declaration form is attached, which needs to be filled and certified by a medical practitioner. This needs to be submitted while joining NEC Software Solutions (India) Private Limited.

<u>Please sign and return the duplicate copy of this letter as your acceptance to NEC Software Solutions (India) Private Limited.</u>

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders.

Thanking You, Yours sincerely,

Cy.

Shradha Sule Head -Talent Acquisition

ACCEPTANCE OF OFFER FOR EMPLOYMENT I accept this offer and will join

On	:	_
Signed	·	

Our Parent Organization, NEC Corporation, is a 25 billion Company with offices spread across the globe.

	Name			
	Designation	Varun N		
		Associate - SAP Technical		
	Salary Components			
		Characteristic	Annual Amount	Monthly Amount
1	Stipend	Fully board		- Initiality
2	Statutory Bonus	Fully taxable	3,16,710	26,393
	Total Salary		21,000	1,750
	Components/compensation	(A)	337,710	28,143
3	Other Benefits			
3.1	Hospitalization (Self)			

3,50,000 This payment is made to you as dictated by the Indian Act Authorities and is subject to change if the Indian Tax law changes.

(B)

(A+B)

insurance company

3.3

Shradha Sule **Head - Talent Acquisition**

Term Life Insurance

Total Benefits

Final CTC

Accepted: Date:

1,250

3,040

12,290

An e-signature has been used for the letter.

Head of the Department

Department of Information Science & Engg Acharbamailnadoleiferiaelheigegy Soladoleimanailnadamailheimaileife05897107

PRINCIPAL

**CHADVA INSTITUTE OF TELIGNOLOGY

**Soi Julianiani Bangalora-360 107

25-Jul-2022

DRAFT COPY

Private & Confidential

EMPLOYMENT CONTRACT

Dear Yatin.

We are pleased to offer you employment with Maventic Innovative Solutions Pvt. Ltd. on the following terms and conditions:

1. Appointment

- 1.1 You shall be appointed to the position of Developer with effect from (Date will be post the successful completion of Internship period)
- 1.2 You shall be based in Bangalore but will serve the Company or any of its subsidiaries or associated companies in any location within or outside of India.
- 1.3 Your employment with the Company is subject to your providing documentary proof of your last drawn salary, educational qualifications and work testimonials if any, and is also conditional upon your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

2. Total Rewards

- 2.1 Your annual CTC salary on Joining Maventic Innovative Solutions is Rs. 500000/- (Rs. Five hundred thousand Only).
- 2.2 Additional Bonus: 50000 Bonus post completion of 1 year from the date of joining (based on performance) and 50000 Compulsory bonus on completing one year of employment
- ** CTC includes Basic, HRA, Medical, Conveyance, Special Allowance, Statutory deductions, Retrial benefits, Welfare benefits, Variable pay.
- * The performance parameters for it would be communicated to you by your Reporting Manager.

However all employees are governed by Company rules and regulations, instructions, policies, practices and procedures that the Company may amend from time to time.

Please refer to the enclosed "Annexure A" for details of compensation and terms of this offer.

Head of the Department Department of Information Science & Engg

Acharya Institute of Technology Soldevanahalli, Bengaluru - 560 107

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4CHARYA INSTITUTE OF TEURNOLOGY Soldevanahalli Bangalore-560 107

Page 1 of 5

maventic

We would appreciate your confirmed acceptance of the above by signing and returning us the duplicate copy of this letter.

Yours sincerely, For Maventic Innovative Solutions Pvt. Ltd.

Authorized Signatory

Declaration by Employee

I accept the terms & conditions of service outlined above

G Yatin Kumar Reddy Bangalore

PRINCIPAL

ACHARYA INSTITUTE OF TEURNOLOGY

Soldevanahalli Bangalore-560 107



Sopra Steria (India) Limited Seaview Special Economic Zone, Building 4 Plot No. 20 & 21, Sector - 135 Gautam Buddh Nagar, Noida (U.P.) - 201304, India 1, +91 120 302 1330

www.soprasteria.ln

Subject: Letter of Intent

Dear Harsha,

Congratulations!

With reference to your interview with us, we are pleased to inform you that you have been selected for an employment with Steria (India) Limited, a part of Sopra Steria Group ("Sopra Steria" or "Company").

This is an indicative offer, and we expect to release the formal appointment letter upon your joining our organization subject to your acceptance of the terms of appointment and completion of prescribed formalities at the time of joining.

The brief terms of employment are mentioned below. The detailed terms and conditions document will form part of your Appointment letter.

- Your job title will be Engineer Trainee.
- Your compensation would be INR 6,00,000 per annum. Break-up of the Annual Salary will be given to you in your Appointment Letter at the time of joining.
- 3. Your contractual base will be Bangalore and your initial place of work will also be Bangalore. However, the Company reserves the right to change your place of work to any location, within its Group companies, in India or Europe depending upon business requirements.
- 4. This Letter of Intent is valid subject to your degree qualification, course completion with minimum of 60% aggregate marks.
- On joining, you will be required to execute a Bond of INR 2,00,000, along with a surety, to serve the Company for a minimum period of 36 months (exclusive of notice period, if any).

The Company reserves the right to change/modify/cancel the terms and conditions of employment, as it deems fit, including changes that may be required to comply with tax, employment and other legislation, or as a consequence of changes to administration procedures.

The company further reserves the right to conduct a third-party background verification on the information supplied by you during your selection process and if upon verification, at the time of appointment or at a later date, it is found that you have furnished wrong information, your services with the Company will be liable for termination.

The validity of this offer is subject to your joining us on or before August'23.

Please sign the duplicate copy of this Letter of Intent and return it to us as way of acknowledgement and acceptance of its terms.

We look forward to your joining our organization at the earliest.

Regards,

For Sopra Steria (India) Limited

Authorized Signatory

Vimmi Chachra

Accepted and Confirmed

Name:

1-1ax Sha Vaxdhaya

Father's Name: Co. Jakshman Kumas
Date: 13/10/2022

Signature:

Contact Details:

9035910603



09/01/2023

Sachin Kumar Sah Sachin

Dear Sachin Kumar Sah,

We are pleased to inform you that you have been selected for training with Hewlett Packard Enterprise India Pvt. Ltd. ("HPE" or the "Company") from 21/02/2023 to 11/08/2023 for a period of 6 months under the guidance and supervision of Prashant Shrikant Khedekar. Your location would be Bangalore, Karnataka, India.

- 1. During the tenure of the project, you will be paid a **stipend of** Rs.20,000 **per month.** The payment of stipend shall depend on your unconditional presence at any location that may be stipulated herein above.
- 2. It is clearly understood that you are not in any manner providing any service to HPE and that the payment of stipend shall not in any manner be construed or deemed to be consideration for services rendered by you.
- 3. You will not be entitled to any statutory benefits of otherwise to which a regular employee of the company is entitled.
- 4. You will be entitled for 12 days leave per annum, weekly holidays and such other holidays declared by the Company.
- 5. During your training with the company you shall be bound by the company's rules and regulation applicable from time to time and any violation to this will result in immediate termination of your training.
- 6. During your training with the company you may come across certain confidential information related to the business of the company, any such information you shall not use or disclose to others or any third party in any circumstances.
- 7. You shall not publish your research / project report and about the company in any form in mass media and the same is to be treated strictly for academic purpose only.
- 8. You shall maintain utmost confidentiality on any information that you acquire during the project and sign the enclosed confidentiality agreement on or before the start of training period.
- 9. You shall not, during the period of your project study at HPE, copy, duplicate, decompile or translate any intellectual property of HPE without appropriate authorization. You shall not take out any intellectual property belonging to HPE, outside the work place or HPE's premises, without appropriate authorization from the supervisor.
- 10. You shall be obligated to compensate HPE appropriately, in the event you cause any loss or damage to any property that is owned or leased by HPE, during the training period.
- 11. It is expressly understood and agreed by and between us that the company shall in no way be liable /responsible for any injuries/ impairment in health arising during your training period.

FOR Company

Sailesh A J Menezes
Senior Director – Human Resources

Signature: Date:

Name:

FOR Employee

13/01/2023

Sachin Kumar Sah



12. This offer of appointment is conditional upon successful background checks (which may include **criminal checks**, verification of previous employment, education verification, **credit check** and appropriate identification verification) being conducted either by HPE or an appropriate third party, and the results of such background checks being favorable in HPE's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by HPE.

We look forward to having you join us and wish you a fruitful training with us.

HPE Employee Letter of Assurance Agreement

U.S. Export Controls on Technology Transfer:

I acknowledge that during my work for Hewlett Packard Enterprise (HPE) I may, directly or indirectly, receive or access software and/or technical data which HPE has classified according to the US Commerce Control List (CCL) as eligible for export under license exemption "Technology and Software Under Restriction" (TSR) to all destinations except those listed below.

I agree not to export or re-export this software and/or technical data or any direct product based on this software or technical data without proper US government authorization to destinations not eligible for exports under license exemption TSR.

According to current US export regulations the following countries are not eligible for exports under license exemption TSR. This list is subject to change without notice.

Armenia

Azerbaijan

Belarus

Burma (Myanmar)

Cambodia

Cuba

Georgia

Hong Kong

Iran

Iraq

Kazakhstan

Kyrgyzstan

Laos

Libya

Macao (Macau)

FOR Company

Sailesh A J Menezes

Senior Director - Human Resources

FOR Employee

Name:

Sachin Kumar Sah

Signature:

Date:



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Mongolia

North Korea (DPRK)

People's Republic of China (PRC)

Russia

Sudan (Khartoum)

Syria

Tajikistan

Turkmenistan

Ukraine

Ukraine (Crimea Region)

Uzbekistan

Venezuela

Vietnam

Yemen

Agreement Regarding Confidential Information and Proprietary Developments India

Sachin Kumar Sah Sachin

- 1. **Consideration and Relationship to Employment.** As a condition of my employment with Hewlett Packard Enterprise or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.
- 2. <u>Confidential Information.</u> This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (hereinafter "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing,

FOR Company

Sailesh A J Menezes

Senior Director - Human Resources

FOR Employee

Name:

Sachin Kumar Sah

Signature:

Date:



finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

- (a) to use such information only in the performance of Company duties;
- (b) to hold such information in confidence and trust; and
- (c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

3. **Proprietary Developments.** This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (hereinafter called "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information.

Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

- (a) to disclose them promptly to Company;
- (b) to sign any assignment document to formally perfect and confirm my assignment of title to Company;
- (c) to assign any right of recovery for past damages to Company; and
- (d) to execute any other documents deemed necessary by Company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all countries, in Company's name and at Company's expense.

I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time,

FOR Company

Sailesh A J Menezes

Senior Director - Human Resources

FOR Employee

Name:

Sachin Kumar Sah

Signature:

Date:



unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.

- 4. Respect for Rights of Former Employers. I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.
- 5. **Work Product.** The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.
- 6. <u>Company Property.</u> I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.
- 7. **Protective Covenants.** I acknowledge that a simple agreement not to disclose or use Company's Confidential Information or Proprietary Developments after my employment by Company ends would be inadequate, standing alone, to protect Company's legitimate business interests because some activities by a former employee who had held a position like mine would, by their nature, compromise such Confidential Information and Proprietary Developments as well as the goodwill and customer relationships that Company will pay me to develop for Company during my employment by Company.

I recognize that activities that violate Company's rights in this regard, whether or not intentional, are often undetectable by Company until it is too late to obtain any effective remedy, and that such activities will cause irreparable injury to Company. To prevent this kind of irreparable harm and to protect Company's trade secrets, I agree that during my employment and for a period of twelve months following the end of my employment with Company, I will abide by the following Protective Covenants:

- (a) <u>No Solicitation of Customers.</u> I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with any customer of Company in pursuit of a Competing Line of Business if I either had business-related contact with that customer or received Confidential Information about that customer in the last two years of my employment at Company;
- (b) **No Solicitation of Company Employees.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with any Company Employee for the purpose of persuading or helping the Company Employee to end or reduce his or her employment relationship with Company if I either worked with that Company Employee or received Confidential Information about that

FOR Company

Sailesh A J Menezes

Senior Director - Human Resources

FOR Employee

Name: Sachin Kumar Sah

Signature:

Date: 13/01/2023



Company Employee in the last two years of my employment with Company; and

(c) **No Solicitation of Company Suppliers.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with any Company Supplier for the purpose of persuading or helping the Company Supplier to end or modify to Company's detriment an existing business relationship with Company if I either worked with that Company Supplier or received Confidential Information about that Company Supplier in the last two years of my employment with Company.

As used here, "Competing Line of Business" includes a business that involves a product or service offered or to be offered by anyone other than Company that would replace or compete with any product or service offered or to be offered by Company or its related corporations (unless Company and its related corporations are no longer engaged in or planning to engage in that line of business). "Company Employee" means an individual employed by or retained as a consultant to Company or its related corporations. "Company Supplier" means an individual, corporation, other business entity or separately operated business unit of an entity that regularly provides goods or services to Company or its related corporations, including without limitation any OEM, ODM or subcontractor.

8. **Enforcement.** I make these agreements to avoid any future dispute between myself and Company regarding specific restrictions on my post-employment conduct that will be reasonable, necessary and enforceable to protect Company's Confidential Information and Proprietary Developments and other legitimate business interests. The Protective Covenants are ancillary to the other terms of this Agreement and my employment relationship with Company. This Agreement benefits both me and Company because, among other things, it provides finality and predictability for both me and the company regarding enforceable boundaries on my future conduct. Accordingly, I agree that this Agreement and the restrictions in it should be enforced under common law rules favoring the enforcement of such agreements.

For these reasons, I agree that I will not pursue any legal action to set aside or avoid application of the Protective Covenants. This Agreement will survive the end of my employment with Company and shall, likewise, continue to apply and be valid notwithstanding any change in my duties, responsibilities, position, or title.

- 9. **Relief; Extension.** I understand that if I violate this Agreement (particularly the Protective Covenants), Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply. If I am found to have violated any restrictions in the Protective Covenants, then the time period for such restrictions will be extended by one day for each day that I am found to have violated them, up to a maximum extension equal to the time period originally prescribed for the restrictions.
- 10. <u>Severability; Authority for Revision; Assignment; Governing Law.</u> The provisions of this

FOR Company

Sailesh A J Menezes

Senior Director - Human Resources

FOR Employee

Name:

Sachin Kumar Sah

Signature:

Date:



Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will inure to the benefit of the parties' heirs, successors and assigns. This Agreement, including but not limited to the Protective Covenants, may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This Agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

- 11. Acceptance by Company. A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.
- 12. <u>Acceptance by Employee.</u> By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

Sailesh A J Menezes

Senior Director - Human Resources

FOR Employee

Name:

Sachin Kumar Sah

Signature:

Date:



Trainee offer letter

Date: 25-Jul-2022

Dear Rana,

Congratulations! We are very pleased to offer you the position of Trainee Developer with Maventic Innovative Solutions Pvt. Ltd.

This program is of Six months duration or Completion of your graduation course whichever is higher. You will be going through the following program during the Training period:

- Classroom trainings (Online or at office)
- Case studies and developing internal projects.
- Working as a shadow developer with experienced developers.
- Working on an actual project depending on skills acquired and available opportunities.

You will be reporting to Ms. Abhipsa Parija or a project lead assigned during this period. Please note that a stipend of Rs. 15,000/- per month will be paid to you (Inclusive of all and Statutory deductions as per the laws of the land)

Post the successful completion of the Training period, you will be absorbed as a developer & your compensation will be as per the developer offer letter.

In case your performance is not satisfactory during the Training period, the company reserves the right to extend your Training or cancel your offer letter, whichever the company finds appropriate.

Please refer to the enclosed "Annexure A" for terms and conditions of this Trainee offer.

Kindly acknowledge the copy of the document for office records.

We look forward to a fruitful association.

Thanking You,

For Maventic Innovative Solutions Pvt. Ltd.,

I hereby accept the Developer Trainee offer

Authorized Signatory Kingson Rana

Signature of Trainee



Annexure – Terms and Conditions

1. Performance of Duties & Conflict of Interest

- 1.1 You shall be required to carry out such duties and responsibilities as may be assigned to you by the Company and shall faithfully and diligently perform these in compliance with established policies and procedures.
- 1.2 You shall not, except with the written permission of the Company, engage directly or indirectly in any other business, occupation or activity, whether as a principal, agent or otherwise, which will be detrimental, whether directly or indirectly, to the Company's interests.
- 1.3 You shall keep details of your stipend / Salary and employment benefits strictly confidential within and outside the company.
- 1.4 You shall not disclose or divulge any confidential information related to the Company's business or its customers which may come to your knowledge or possession during the tenure of your Training, and which should not be disclosed or made public in the course of the proper execution of your duties.
- 1.5 You undertake not to make copies or duplicates of confidential or sensitive property or material including but not limited to software, keys, access cards, diskettes, photographs or such other proprietary information relating to the Company's business.
- 1.6 You shall not publish any code, design document etc in public forums like SDN without permission.
- 1.7 You shall not use private mail in any circumstances for any official communications.

2. Annual Leave

- 2.1 The Trainee shall be entitled to leave according to Company rules, details of which are spelled out below and as amended from time to time.
 - A. Casual leave during Training period: 6 days Per Annum (For 6 month training period Casual leave will be 3 days).
 - B. Sick leave during Training period: 7 days Per Annum.
 - C. Exam's Leave Per semester:
 - **10 days** of paid Exam leaves in case of written exams per semester (leaves need to be applied & approved in ESS with sufficient notice in advance (at least two weeks/ immediately upon receipt of communication from college)
 - 2 days of paid Exam leaves in case of project submission per semester.
 - D. Regulatory Holidays: 10 days Per Annum.
- 2.2 In case leave is taken without approval or without following the process will be considered as LOP.



3. Resignation Clause

In case you want to cease your association with the company during the Training period, then you will have to comply with all the terms and conditions mentioned in the "Agreement to Repay the training Cost" signed by you while joining & do the exit formalities by doing proper handover.

- **4**. You shall repay the stipend received during the Training period to the company if you tender your resignation during the Training period and shall also repay the training cost as per the "Agreement to Repay the training Cost" entered by you with the company.
- 5. During the training you are under probation and during such period any unauthorized absence will be considered as absconding and you will be liable to face the legal consequences of the same.
- 6. Termination of Employment
 - The Company shall have the right to terminate your employment without notice or payment in lieu thereof if:
 - You have provided falsified information in the resume or during interview
 - You commit any material breach of any of your duties and responsibilities under this contract,
 - You are dismissed on grounds of misconduct which contravene the express or implied conditions of your employment,
 - You are charged with any criminal offense which is prejudicial to the interests of the Company,
 - The Company is restricted from continuing to employee you by reason of any other legal incapability.

You undertake to return, in good working condition save for normal wear and tear, all property belonging to the Company at the end of your employment and agree to reimburse the Company for all losses if the property is lost or damaged.

5. Alterations

The above terms may be modified by the Company from time to time, and such variations shall be binding on you.

6. Jurisdiction

Any dispute arising out of the employment terms of service shall be subject to the jurisdiction of a competent court in Bangalore.

I accept the terms & conditions of service outlined above

Kingson Rana Bangalore



Hi Rashmitha,

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



20 February, 2024

Rashmitha Ganga Nilaya Nana Nagar,Devalkunda, Kundapur,Udupi, Karnataka

Dear Rashmitha,

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.



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.



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 be will 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:
 - a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
 - b. You are found to have willfully suppressed any material information, or,
 - c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
 - d. You are found to have indulged in financial irregularities; or
 - e. 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.



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



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



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.



- 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:
Date.	Jiulialui E.



Annexure 1

Annexure to: Rashmitha

Appointment Letter Dated: 20 February, 2024

Name Rashmitha

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

Annual Gross Salary

Gratuity (As per the Gratuity Act 1972)

350011

8947

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



Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

- 1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
- 2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
- 3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).



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

Suraj Mishra S/O Sanjay Kumar Mishra, Karnamenpur, Bhojpur, Bihar - 802112

Subject : Contract of Employment

Dear Suraj,

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



Offer: Computer Consultancy

Ref: TCSL/DT20222907713/Bangalore

Date: 29/09/2022

Mr. Vijay K V Sri Ks Boys Pg, Acharya Institute Of Technology Main Gate OppositeHesarghatta Main Road, Soladevanahalli, Bangalore-560107, Karnataka. Tel# 91-7259598384

Dear Vijay K V,

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.

- 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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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

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documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

- i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.
- ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum

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TATA CONSULTANCY SERVICES



qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

address affidavits etc.)

- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating:
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- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the

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same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

- (a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.
- (b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.
- (c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.
- (d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.
- (e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.
- (f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not

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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

Lordin.

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary

Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



<u>Click here</u> or use a QR code scanner from your mobile to validate the offer letter



GROSS SALARY SHEET

Annexure 1

Name	Vijay K V
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.

^{****} 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

^{*} 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.



Annexure 2

Ahmedabad	Bangalore
TCS XP HR Lead	TCS XP HR Lead
Tata Consultancy Services,	Tata Consultancy Services,
Garima Park,IT/ITES SEZ,Plot # 41,	Gate 1, No 42, Think campus, Electronic City phase II,
Gandhinagar - 382007	Bangalore - 560100,Karnataka
BUBANESHWAR	Chennai
TCS XP HR Lead	TCS XP HR Lead
Tata Consultancy Services,	Tata Consultancy Services,
Training Lab Venue:-Barabati, IRC Block, Ground Floor,	415/21-24, Kumaran Nagar, Old Mahabalipuram Rd,
Tata Consultancy Services Limited, (UNIT-II) - BARBATI	TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO.	
35, CHANDAKA INDUSTRIAL ESTATE, PATIA,	
Bhubaneswar - 751024	
DELHI - Curgoon	DELHI – Noida
DELHI – Gurgoan TCS XP HR Lead	TCS XP HR Lead
	Tata Consultancy Services,
Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon -	Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th
Faridabad Road, Gawal Pahari, Gurgaon - 122003,	floor, Glaxy Business Park, Block - C & D, Sector - 62,
Haryana	Noida - 201 309,UP
Guwahati	Hyderabad
TCS XP HR Lead	TCS XP HR Lead
Tata Consultancy Services,	Tata Consultancy Services,
5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati -	Q City, Nanakramguda, Hyderabad
781006,Assam	City, Handkiani Bada, Tryderabad
INDORE	KOLKATA
TCS XP HR Lead	TCS XP HR Lead
Tata Consultancy Services,	Tata Consultancy Services Limited,
IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor,	Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New
Village Tigariya Badshah & Bada Bangarda, Tehsil	Town, Rajarhat, Kolkata - 700160, West Bengal OR
Hatod, Indore - 452018,	Auditorium,2nd Floor, Wanderers Building,Delta Park -
Madhya Pradesh	Lords
KOCHI	MUMBAI
TCS XP HR Lead	TCS XP HR Lead
Tata Consultancy Services,	Tata Consultancy Services,
TCS centre, Infopark Road Infopark Campus, Infopark,	Yantra Park, Pokharan Road Number 2, TCS Approach
Kakkanad, Kerala 682042	Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR	PUNE
TCS XP HR Lead	TCS XP HR Lead
Tata Consultancy Services Limited,	Tata Consultancy Services,
Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park,
	Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum	
TCS XP HR Lead	
Tata Consultancy Serives,	
Peepul Park, Technopark Campus , Kariyavattom P.O.	
Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

- (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,
- (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).
- (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,
- (d) Customer and prospective customer lists, and
- (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

- (a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.
- (b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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- (c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/protocols.
- (d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.
- (e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.
- (f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).
- (g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

- (a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.
- (b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.
- (c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.
- (d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



- (e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.
- (f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



PRIVATE & CONFIDENTIAL

21st August 2023

Chandan S No. 1 3781, 8th Cross B Block, Subramanya Nagar, Gayathrinagar, Bengalore, Karnataka, 560021

LETTER OF EMPLOYMENT

Dear Chandan S,

The basic terms and conditions of your employment are as set out in this Letter of Employment. This document incorporates the written particulars of employment with Wiley India Private Limited (will be referred to as "the Company" hereafter) required to be given to you by statute.

1. Job Title

- 1.1 You will be employed as **Production Management** and would be reporting to the **Alumni Engagement Manager,** or any other person nominated by the Company as maybe. Such position and title information are merely descriptive and not intended to limit your duties or functions or guarantee you a certain job. Furthermore, your designation and role may be changed by the Company upon giving prior notice to you.
- 1.2 Your first three months (90 days) of employment with Wiley are classified as probation. At the completion of three months services, your performance will be assessed by your manager and provided that you are performing to the standard required, your appointment will be confirmed in writing. Until receipt of a written notification of having successfully passed the probationary period, your employment shall be deemed probationary. If deemed necessary, your probation may be extended for a maximum further period of three months.
- 1.3 You are expected to perform all duties which may be required of you in this role as assigned by your Superior.
- 1.4 Wiley India Private Limited may, at its discretion, require you to perform additional or other duties, not within the scope of your normal duties and may at its discretion amend your Job Description at any time. During the period of your employment, you shall whenever require by the Company, undertake such traveling in India and elsewhere in connection with or in relation to the business of the Company. You may also be placed in the work premises of any client of the Company, as may be determined by the Company at its sole discretion.



1.5 Your date of joining (DOJ) is 21st August 2023.

2. Place of Work and Duties

- 2.1 Your normal place of work is their office in **Bangalore** (Client). Wiley India Private Limited may, however, require you to work at such other locations as per organizational requirement
- 2.2 You may be required to travel to fulfil the duties of your employment.
- 2.3 Other Duties¹. You shall ensure that during the Term, you shall not behave in such a manner that would be construed as being in violation of the policies of the Company and/or of applicable law. In addition to the above, you shall at all times during the Term:
 - a. keep the Company promptly and fully informed in writing (emails included) of your conduct of the business or affairs of the Company and also provide such further information, records and/or explanation as the Company may require within 15 days of receipt of such request from the Company;
 - b. conform to the normal working hours as per the policies of the Company and applicable law;
 - c. not directly or indirectly request, agree to receive, or accept kickbacks, payoffs or other payments or transfers of anything of value in monetary terms;
 - d. not at any time make or cause or permit to be made any untrue or misleading statement in relation to any products or services provided by the Company or in relation to the Company.
 - e. not to disparage the Company or any of its officers and employees, or act in any manner whatsoever which may damage the business of the Company or which would adversely affect the goodwill, reputation, and business relationships of the Company with the public generally, or with any of its patrons, clients, patients and customers, whether existing, prospective or otherwise;
 - f. make full and true disclosure in writing to the Company of any direct or indirect interest the you have has in connection with any contractual arrangements, dealings, transactions or affairs of the Company; and
 - g. not take employment with or obtain work in any capacity or designation from any other person, firm, company or any other entity, whether office-based or home-based, whether in India or elsewhere, whether for consideration or otherwise, in any business or profession related however remotely to the business, in any form or manner whatsoever during the Term.
 - h. be in compliance with the Company's IT policies, particularly be in compliance with matters involving Cyber Security Risks. Towards addressing Cyber Security Risks, the Company reserves



the right to send deceptive 'simulated phishing' email to you from time to time to gauge staff security awareness and compliance. You are advised that by clicking on 'simulated phishing' email by you shall be looked at adversely by the Company and repeated clicking on such 'simulated phishing' emails will be considered as breach of the terms and conditions herein, and may result in termination of your engagement with the Company.

2.4 During your employment with the Company you are required to adhere to the Company's policies and procedures. The Company reserves the right to amend these from time to time and when amendments are made you will be notified of any changes. It is your responsibility to ensure that you are familiar with and understand these policies and procedures. You will also be required as a condition of employment to accept and sign in agreement with various policies and procedures of the Company's clients as part of your employment where you are engaged by the Company to provide services to such clients.

3. Working Hours

- 3.1 Normal operating hours will be **8.5 hours every day** except on weekends or as per your shifts. These may changes based on your role and business requirement and will be communicated to you from time to time. You are required to complete 42.5 hours per week and you will be required to maintain the records of the same and update as required in the electronic time sheets software or any equivalent system provided by Wiley India Private Limited.
- 3.2 During your normal operating hours and at such other times as may reasonably be required of you, you shall devote the whole of your time, attention, skill and abilities to the performance of your duties under this Contract and shall act in the best interests of Wiley India Private Limited. You shall not undertake any work or employment, other than for the Company, during your hours of work.
- 3.3 Outside your operating hours of work, you shall not be entitled to be employed by, work for and/or be engaged by other parties.

4. Remuneration and Performance Review

- 4.1 You will be entitled to a total compensation of Rs.900000 /- (INR Nine Lakhs) per annum.
- 4.2 The remuneration paid to you has taken into consideration the status and responsibilities of the position being offered to you, including towards the obligations under this letter, and as such you will not be entitled to any other payment by way of deferred wages, overtime etc. All benefits applicable to you shall be as per the provisions of the Company's policies prevalent at that point of time and in accordance with applicable law.
- 4.3 The breakup of your remuneration in terms of **Compensation and Benefits** will be as per Annexure I along with this contract.
- 4.4 Your performance and salary will be reviewed on Half -Yearly basis. The purpose of salary review is to ensure that Wiley India's employees remain competitively compensated but this may not necessarily lead to an automatic entitlement of a salary increase. Salary increase will depend on your



appraisal performance. After every 6 months, you will participate in an appraisal of your performance to provide you feedback on your performance and provide a means of reviewing your performance. You shall be responsible for your own personal tax matters. Increments will also depend on the Company performance in addition to that of the individual.

4.5 Your salary is strictly confidential, and you are expected to maintain its confidentiality. Any breach of this confidence will be viewed with utmost seriousness.

5. Insurance

5.1 The Company procures Group Insurance coverage on your behalf. You will be provided with medical insurance, accidental insurance and life insurance after your joining. The insurance company (insurer) terms and conditions shall apply to your coverage. The medical insurance policy will be applicable for immediate family members (self, spouse and up to two children) only.

6. Other Benefits

- 6.1 You will be entitled for an employers' contribution of Provident Fund to the extent of @12% of basic salary, with a ceiling limit of Rs. 65,000 monthly of basic salary.
- 6.2 You will be entitled to all other statutory benefits wherever applicable.
- 6.3 [The Company shall reimburse all reasonable business-related expenses properly incurred on behalf of the Company by you in the course of your employment, as per the relevant policies of the Company in force at the time of incurring such expense. Such reimbursement shall be subject to you submitting all documentation, expense statements, vouchers, and such other supporting information as the Company may request, or as may be consistent with the standard policies and practices of the Company. The reimbursement shall be as per the limit mentioned in the Policies of the Company prevalent at that point of time or as expressly permitted by the Company on a case to case basis.]

7. Non- Compete and Non-Solicitation

- 7.1. You acknowledge that, during your employment with the Company, is likely from time to time to obtain knowledge of trade secrets, Intellectual Property rights and other Confidential Information of the Company and its Affiliates and to have dealings with the customers, clients and suppliers of the Company.
- 7.2. You undertake that, you shall not, for the duration of the Term, and for a period of twelve [12] months after such date, either personally or through an agent, company or through a partnership or as a shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or subcontractor, trustee, committee member, office bearer or agent or in any other manner whatsoever, whether for profit or otherwise:
 - a. be concerned in any business that directly or indirectly competes with the business of the Company;



- accept employment or engagement as a consultant with any client of the Company, where you
 have been directly involved in performing services to the relevant client during the last 12
 months of your employment with the Company, without the permission of the Company in
 writing;
- c. except on behalf of the Company, canvass or solicit business for services similar to those being provided by the Company, from any person who is a customer of the Company;
- d. directly or indirectly, solicit, recruit, induce or attempt to persuade any customer, client, employees, suppliers, vendors, consultants of the Company and/ or its affiliates to cease to be a customer, client, employees, suppliers, vendor, consultant of the Company and/ or its affiliates for the Employee's own benefit or for the benefit of any other person or entity; and
- e. directly or indirectly, solicit, recruit, induce or attempt to persuade any director, senior management personnel or employee of the Company and/ or its affiliates to leave the employment of the Company and/ or its affiliates.
- 7.3. You recognize that the foregoing covenants and the time and other limitations with respect thereto, are reasonable as to the duration and subject matter, properly required for the adequate protection of the value and goodwill of the Company, and agree that such limitations are reasonable with respect to the business activities of each of the employee and the Company.

8. Confidentiality

- 8.1 During the course of employment with the Company all information, whether verbal, in writing or stored by electronic or mechanical means, including all notes, analyses and studies prepared by you ,whether relating to the Company, its Customers or any company within the John Wiley & Sons group of companies is strictly confidential.
- 8.2 During or after your employment with Wiley India Private Limited, you are expected to professionally protect all confidential matters of Wiley and shall not reveal any of the affairs or secrets of the company to any other person(s) or use or attempt to use any information which you may require in the course of your employment in any manner which may injure or cause loss to the Company.
- 8.3 Wiley India Private Limited foresees that, during the course of your employment, you may create, originate, conceive, discover, design, develop and/or make works in or relating to which there may be Intellectual Property Rights. All Intellectual Property Rights in or relating to all or any works made during the course of your employment shall belong to and is the absolute property of the Employer. "Intellectual Property" means: (i) patents, patent applications, patent disclosures and invention (whether patentable or not); (ii) trademarks, service marks, trade dress, trade names, logos, corporate names, Internet domain names, and registrations and applications for the registration thereof together with all of the goodwill associated therewith; (iii)copyrights and copyrightable works (including, without limitation, computer programs and mask works) and registrations and application for the registration thereof; (iv) trade secrets, know-how and other confidential information; (v) waivable or assignable rights of publicity and waivable and assignable moral rights; (vi) unregistered and registered design



rights and any application for the registration thereof; (vii) data, database rights and all other forms of intellectual property and all rights or forms of protection of a similar nature in any jurisdiction.

- 8.4. Confidential Information shall not include information that, you can demonstrate by sustainable evidence:
 - a. is, or hereafter becomes, through no act or failure to act on your part, generally known or available. You shall immediately on coming to know that any Confidential Information has become generally known or available, inform the Company of the same in writing (email included).
 - b. is known to you at the time of receipt of such information. You shall immediately on receipt of such information disclose in writing (email included) to the Company that such information was already in your possession.
 - c. is hereafter furnished to you by a third party, as a matter of right and without restriction on disclosure, there being no obligations of confidentiality attached to the source of such information. You shall immediately on receipt of such information inform in writing (email included) the Company of the same.
- 8.5. Without prejudice to the generality of Clause 8.4:
 - a. You shall not try to gain access to any Confidential Information, except as entrusted in furtherance of your duties. You also understands that, for any reason, if you gain access to such Confidential Information, you shall immediately inform the Company of the same and the reasons for gaining such access/intrusion. You undertake, under such circumstances, to maintain utmost confidentiality of such Confidential Information.
 - b. You shall keep all Confidential Information, confidential and shall not disclose the same to any third party or use the same for your own benefit or for the benefit (financial or otherwise) of any third party, except as expressly permitted by herein or except with the prior written consent of the Company.
 - c. You shall protect the Confidential Information received with all reasonable care so as to ensure that the same does not fall into the hands of third parties or is not put to unauthorised use.
 - d. You agree that you shall not ever directly or indirectly copy, duplicate, disseminate, publish, transfer, disclose, or divulge any of the Confidential Information to any firm, individual, entity, institution or other third party, unless otherwise so specifically authorized in writing, in advance, by the Company or to the extent required to perform your duties in terms herein.
 - e. Your confidentiality obligations shall not prevent you from disclosing the same if required applicable law or under the orders of any court of competent jurisdiction or other competent legal authority, provided that you give the Company notice of such intended disclosure and an opportunity to oppose the same.
 - f. You confirm that all Confidential Information shall remain the sole and absolute property of the Company, in and to any of the Confidential Information, or part thereof, created in whole or part by you.
 - g. In order to secure or preserve Confidential Information, the Company shall have the right at all times to deactivate, disable, remove or prevent access to any Company property, including computers, servers, computer networks, email accounts, databases, storage, and vehicles.

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9. Leave Entitlement

9.1 Annual Leave

You will be entitled for fifteen (15) days annual privilege/earned leave with pay after one year of continuous service. An employee who joins during the calendar year will receive a prorated leave for the first year of service based on the date joined. These leaves can be accumulated to a maximum of 45 days. [Rules for encashment of leaves shall also be determined in accordance with the Company's Policies and Applicable Law. You are not required to come into work on public holidays determined in accordance with the Applicable Law and Company's Policies.]

9.2 Sick/Casual Leave

You will be entitled to Fifteen (15) days Sick and Ten (10) days of casual leave in one year. An employee who joins during the calendar year will receive prorated leave for the first year of service based on the date joined. Casual and Sick leaves cannot be accumulated beyond the calendar year.

9.3 Maternity Leave

Every woman employee will be entitled for a maximum of 26 weeks maternity leave as per the Maternity Benefit (Amendment) Act, 2017.

9.4 Global Parenthood Leave

Every employee will be entitled for a maximum of 4 weeks parenthood leave on attaining parenthood.

9.5 Adoption Leave

Every employee will be entitled for a maximum of 12 weeks Adoption leave.

9.6 Bereavement Leave

Every employee will be entitled for maximum of 5 days (3 days + 2 days for outside neighboring states) Bereavement leave. Bereavement Leave (BL) can be availed within 7 days of occurrence of death of immediate family member (spouse, children, parents, grandparents, and parents-in-law).

9.7 Marriage Leave

Every unmarried employee will get maximum of 5 days Marriage leave. Marriage Leave can be availed on first legal marriage and can be utilized consecutively or non-consecutively 2 weeks before or within 3 months from the date of Registration of marriage or customary marriage.

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10. Termination

- 10.1 Either party can terminate by 15 days written notice during probation and 30 days written notice post getting confirmed.
- 10.2 However, the Company reserves the right to terminate the employee's employment without notice and with immediate effect if:
 - a. The employee commits any material breach of any of his duties and responsibilities under this contract.
 - b. Any particulars mentioned in the employee's application are found false at any point of time or found to have any willfully suppressed material information.
 - c. If at any time in our opinion, which is final in this matter, the employee is found guilty of dishonesty, disorderly behavior, negligence, indiscipline, absence of duty without permission or any other conduct considered by the company as detrimental to the interests of the Company.
- 10.3 At the time of termination / resignation, the employee will immediately hand over to the Company all correspondence, documentation, data, software, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items.
- 10.4 If the employee shall, at any time, be prevented by ill-health or accident or any physical or mental disability from performing his duties hereunder, he/she shall inform the Company and supply it with such details as it may reasonably require, and if he/she is unable by reason of ill-health or accident or disability for a period of 60 days in any period of twelve consecutive calendar months to perform his duties hereunder, the Company may forthwith terminate his employment hereunder.

11. Remedies

- a. In the event of a breach or a threatened breach of any of the covenants contained in Clause 7 and Clause 8, the Company shall, in addition to any other remedies including but not limited to an action for injunctive relief, suit for damages, and other legal remedies provided herein or otherwise available under Applicable Law, be entitled to have such covenants specifically enforced by any court having jurisdiction, it being acknowledged and agreed that any material breach of any of the covenants will cause irreparable injury to the Company and that monetary damages will not provide an adequate remedy to the Company. Accordingly, in the event of any breach or threatened breach by you of any of the provisions of this agreement the Company shall, in addition to and not in limitation of any other rights, remedies, or damages available to the Company at law or in equity, be entitled to a temporary restraining order to prevent or to restrain any such breach by you and/or by all persons directly or indirectly acting for, on behalf of, or with you.
- b. You shall fully indemnify, and hold harmless, and keep indemnified the Company including its affiliates, employees, directors, officers, consultants, agents, advisors, representatives and assigns, from and against, all losses, claims, actions, proceedings, suits, penalties, expenses, damages, fees (including reasonable attorneys' fees), arising directly or indirectly, as a result of, from or pursuant to: any breach or alleged breach of any the terms and conditions herein.
- c. No right, power or remedy herein conferred on the Company is intended to be exclusive of any



other right, power or remedy. Every right, power and remedy shall, to the extent permitted by applicable law, be cumulative and in addition to every other right, power and remedy given hereunder or now or hereafter existing at law or in equity or otherwise, and may be exercised from time to time and as often and in such order as may be deemed expedient by the Company.

d. In any legal proceeding undertaken to enforce the terms and provisions of the agreement, the prevailing Party shall be entitled to reimbursement of its actual costs and expenses, including without limitation, its attorney, accountant and court fees and expenses resulting thereof.

12. General

12.1 Health and Safety

Wiley India Private Limited recognises that safe working practice is a joint concern for the Employer and its employees. The Employer is responsible for ensuring that working conditions conform to statutory requirements. To comply with these requirements there must be an acceptance on your part to act in a responsible manner and not to indulge in unsafe working practices. You are always required to observe and co-operate with safety procedures.

12.2 Retirement

You will retire on completion of 58 years of age.

12.3 Governing Law and Jurisdiction

The courts in New Delhi, India shall have exclusive jurisdiction on the matters arising from or in connection with your employment and each Party hereby irrevocably and unconditionally consents to the exclusive jurisdiction of the aforementioned courts. This terms of this letter shall be governed by and construed under the laws of India.

12.4 Consent

You hereby unequivocally consent to the Company collecting, using, or disclosing his/her personal information (as enumerated in the Information Technology (Reasonable Security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"). Such data or information may be collected, used or disclosed for purposes such as administering the employment relationship, processing payments, conducting background checks, generally discharging all human resource management activities and legitimate interest of the Company. You also hereby consent to the Company transferring such personal information within the organisation to other states, territories or countries as required under Applicable Law for internal administrative purposes. Further, you also irrevocably agree to execute any other or additional document(s) which the Company / any third-party agency acting on its behalf may require in order to better perfect its rights in this regard. The Company represents that except for the purposes mentioned herein or if required under Applicable Law, the Company will not disclose to any third party or otherwise use in any manner, the personal information without your prior consent. The Company may, from time to time, monitor your use of the internet and of email communications received, created, stored, sent or forwarded by you on equipment provided



by the Company to you for the performance of his duties where reasonably necessary to check facts relevant to the business, ensure compliance with Company's policies and procedures and investigate or detect unauthorised use of the Company's systems. You hereby provide unequivocal consent to such monitoring.

12.5 Business Conduct

You must devote your whole time during normal business hours and you must use your best endeavors to promote the business and interests of the Company. It is expected that you will not without prior approval of management be employed in any way or for any purpose whatsoever for any part of your outside business hours for any person, firm or company other than for the Company. It is also expected that during the course of your employment you will not engage directly or indirectly in any other business that would constitute a conflict of interest with your employment with the Company. You may seek guidance from the Human Resources at any time if you are unclear of what constitutes a conflict of interest. You must not use Company equipment (including but not limited to computers, laptops, telephone, mobile telephone, facsimile, email, and internet) or Company time to conduct any business activity that is not related to the Company. Should it be found that you have used Company equipment or Company time to conduct business activity not related to the Company you will face disciplinary action up to and including dismissal.

12.6. Amendment.

This letter agreement shall not be amended, altered or modified except by an instrument in writing expressly referring to this Agreement and signed by the Parties.

12.7. Successors and Assigns.

The letter agreement shall inure to the benefit of the successors and assigns of the Company. The Employee may not assign his/her obligations hereunder, and any such assignment shall be void.

12.8. Waiver.

No term or provision hereof will be deemed waived, and no variation of terms or provisions hereof shall be deemed consented to, unless such waiver or consent be in writing and signed by the Party against whom such waiver or consent is sought to be enforced. Further, waiver by any Party of any default or breach of any term or condition of this Agreement at any one instance shall not be deemed or construed to be a continuing waiver of default or breach of such term or condition for the future or any subsequent breach thereof.

12.9. Counterparts.

This Agreement may be executed in any number of counterparts, and each such counterpart shall be deemed to be an original instrument, and which shall together constitute one Agreement. Signatures sent by electronic means (facsimile or scanned and sent via electronic email, or signed by electronic signature service where legally permitted) shall be deemed original signatures.



12.10. Notices.

All notices pursuant to this letter agreement shall be in writing and shall be deemed duly given when delivered to the respective office of the parties at the address set forth above or to such address notified by a Party from time to time, and shall be deemed to have been received (i) upon delivery in person; (ii) upon receiving acknowledgment by registered post acknowledgment due (RPAD); (iii) upon transmittal by confirmed e-mail or facsimile, provided that if sent by e-mail or facsimile, a copy of such notice shall be concurrently sent by RPAD, with an indication that the original was sent by e-mail or facsimile and the date of its transmittal.

Signed for and on behalf of Wiley India Private Limited by

\$ Kackar

Ridhi Kackar, Senior Manager – People Partner

I accept employment on the terms outlined in this Contract.

Signature of Employee. C.

Name of Employee: Chandan S



Annexure I Salary Breakup

Name: Chandan S

Designation: Production Management

Date of joining: 21st August 2023

Components	Cost to the Company (Rs.)	
	Monthly	Annual
Basic	41,978	5,03,736
House Rent Allowance	20,989	2,51,868
Special Allowance	6,996	83,948
Gross Salary	69,963	8,39,552
Employer Provident Fund ^{\$}	5,037	60,448
CTC (Cost to the Company)	75,000	9,00,000
Reimbursements/Benefits		
Mediclaim Insurance (For immediate family only)	400,000	
Accidental Insurance	Three times of your annual gross salary*	
Life Insurance	Three times of your annual gross salary*	
Total cost to company (at the time of joining) 900,000		
*gross salary for new joiner will be as on their DOJ and for following years, it will be as on April 30 of that year.		
\$Provident fund — It is upto a maximum of 7800/- pm		

CORPORATE OFFICE: 1402, 14th Floor, World Trade Tower, Plot No. C-1, Sector = 16, NOIDA = 201301 T +0120 6291100

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