

Date: 07.07.2023

Dear Mr. ABHISHEK C.R

We are pleased to offer you a position in our team w.e.f. **01.07.2023** on the following terms and conditions:

- 1) You are hereby offered the post of "**Product Development Engineer**" reporting to Managing Partners of The Firm
- 2) The general duty is to carry out any lawful order given and obey the health and safety rules and procedures laid down by the employer or by anyone authorized thereto by employer, in the interest of health or safety.
- 3) Your Gross salary will be **Rs. 25,000/-** per month, subject to various deductions as per companies and government policy.
- 4) Your primary place of operation will be Bangalore. The company may, depending on exigencies of work, transfer you from one department to another department or from one section to another section or from one unit to another unit. The company may also depute you from one place of work to another place of work in the same city, to work on a project basis at one of its subsidiaries or sister concerns, depending on exigencies of work.
- 5) The company may allot to you any other work other than your normal work. You shall carry out such other work also notwithstanding that the alternate work may be one performed by your subordinates or superiors as the case may be.
- 6) Prior notice of Two months or Two months' salary in lieu of notice, on resignation to the Company must, post the training period. You are hereby required to hand over the responsibilities to the authorized person before the acceptance of your resignation. Similarly, if the company wants to terminate your employment due to any reason, it will be done by giving you one month's notice or one month's salary in lieu of notice.
- 7) You shall devote your entire time for the work of the company and shall work whole heartedly and loyally during your service. You shall not disclose to any other person or company or any competitor of the company any information that comes to your knowledge during your service.
- 8) You shall be governed by the company's certified standing orders and service rules and regulations, leave rules etc. as applicable from time to time, which will be notified to you upon your joining the organization.

HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY

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ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

Manufacturing Unit: "SWATHI COMPLEX", PLOT NO. 13-C, 5th Main, 3rd Phase, Peenya Industrial Area, Bangalore - 560 058
E-mail: elixireng@gmail.com / info@elixirengineering.com, Website: www.elixirengineering.com

- 9) This offer of employment is made based on information given by you in your application. If at any time it is found that any of the information given by you is false or incorrect, the company shall have the right to terminate your service only on that ground.
- 10) Please note that all settlements with your previous employer such as arrears of salary, or any kind of allowances, PF, ESI, Professional Tax, Gratuity and any other statutory settlements pending for payments, leave encashment, or any other contractual obligations, are to be cleared from them only. M/s. Elixir Engineering does not take any responsibility on this behalf.
- 11) Please produce a medical certificate and the relieving letter from the previous employer before joining Elixir Engineering.
- 12) If this offer of appointment is acceptable to you, please sign the duplicate of this offer of appointment in token of your acceptance of the terms contained herein within three days from today,

FOR ELIXIR ENGINEERING

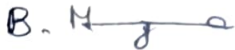


Name: H P Rajesh Rao

Designation: Authorized Signatory

Signature of Candidate:

I accept the above terms and conditions. Date of Joining will be on or before **01.07.2023**.



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Provisional offer letter - JET (Junior Engineer Trainee)

Aditya <vaaravaditya@gmail.com>
lavakumar@acharya.ac.in

Wed, Aug 9, 2023 at 1:53 PM

Forwarded message

From: Leena Mehta/WMI/Wistron <Leena_Mehta@wistron.com>
Date: Fri, 4 Aug 2023 at 9:36 AM
Subject: Provisional offer letter - JET (Junior Engineer Trainee)
To: vaaravaditya@gmail.com <vaaravaditya@gmail.com>
Cc: Abraham Joseph/WMI/Wistron <Abraham_Joseph@wistron.com>, S Bhumika/WMI/Wistron <S_Bhumika@wistron.com>, Nivedita G/WMI/Wistron <Nivedita_G@wistron.com>

Dear Aditya V

Congratulations and we will be looking forward to you joining us on 7th August 23. A detailed offer will be provided on the date of joining.

You will be getting a call from the onboard team.

#	Salary Component	Rs. Per month	Rs. Per Annum
A	Basic	16,000	1,92,000
	House Rent Allow.	4,000	48,000
	Conveyance Allow.	-	-
	Special Allow.	1,520	18,240
	Gross Total-1	21,520	2,58,240
B	CTC -1		
	Company's PF Contribution on ceiling Limit (12% of Basic)	1,800	21,600
	ESI Employer Contribution (3.25% of Gross)	-	-
	Bonus/Exgratia (8.33% of Basic)	1,333	15,996
	Total - 2	3,133	37,596
	Cost to Company (Total:A to B)	24,653	2,95,836
C	Deductions		
	Employee PF Contribution (12% of Basic)	1,800	21,600
	ESI Employee Contribution (0.75% of Gross)	-	-
	Canteen	240	2,880
	Professional tax	-	-
	Total - 3	2,040	24,480
	Take Home Salary (A-C)	19,480	2,33,760

1) Management reserves the right to restructure your salary at any time.

Prepared By
S Bhumika

B. N. V.
HEAD OF THE DEPARTMENT

Medha Chaudhary

ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore

Reviewed By
Leena Mehta

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Regards,
Leena Mehta/WMI/Wistron

VOLTAS

To
Mr. Ajay Kumar Reddy E
Acharya Institute of Technology
Bangalore

Date: 26th May 2023

Dear Ajay Kumar Reddy E,

Congratulations & a warm welcome to Team Voltas

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

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

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

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

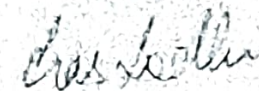
The TATA group is known for its ethical conduct, which we believe is a way for business sustainability. The Tata Code of Conduct details out the behavior expected of each of its employees. Please visit the following link for further details: [Tata Code of Conduct.pdf](#)

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

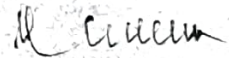
As you begin your career with Voltas, we once again wish you happiness, achievement and professional fulfillment.

Yours sincerely,

For Voltas Limited



Eras Lodhi
Head HR - Corporate & Support Services



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B. H. V. S.
HEAD OF THE DEPARTMENT
ACHARYA INSTITUTE OF TECHNOLOGY

VOLTAS LIMITED

Human Resources Development Department
Voltas House 'B' 1st Floor T B Kadam Marg Chinchpokli Mumbai 400 033 India
Tel 91 22 66656666 Fax 91 22 66656351 website www.voltas.com
Registered Office Voltas House 'A' 5th Floor Dr Babasaheb Ambedkar Road Chinchpokli Mumbai 400 033
Corporate Identity Number L29308MH1954PLC009371

A TATA Enterprise

1A/19MF012

SHAHI EXPORTS PVT. LTD.

CIN-U18101DL2005PTC138730

Date: 21/06/2023

Mr. Balaji R
Channanayakanapalya
Nagasandra post Bangalore-560073

Dear Mr. Balaji R,

OFFER OF EMPLOYMENT

With reference to your application and subsequent interview you had with us, we are pleased to offer you the post of "GRADUATE ENGINEER TRAINEE - IED". You are required to report for duty within 03-07-2023 positively. In case you do not report for the duty by the time stipulated, this offer of employment shall stand automatically withdrawn.

Your emoluments:-

Cost to the Company of 300000 (Rupees Three Lac Only) per annum .

Your Place of posting will be:

SHAHI EXPORTS PVT. LTD. - UNIT - 7
SY. NO 13, 14 & 15, BELLANDUR GATE, SARJAPURA MAIN ROAD, BANGALORE - 560102.

You shall bring the following documents while reporting for duty:

- * Four passport size color photographs (with blue background).
- * Copies of certificates of education (including SSLC / Matriculation).
- * Copies of experience certificate, salary certificate/salary slip, relieving order from your previous companies.
- * Photocopy of PAN card & E-Aadhaar Card along with original which will be returned after due verification.
- * Copy of cancelled cheque in case of having any bank account across India.
- * Self attested previous employment income & TDS from former employer/s for current Financial Year.
- * Medical fitness certificate for the employment from any Registered Medical Practitioner along with blood group specification and following tests: Hb, Urine-Routine-Micro, TCDC(Total Count Differential Count), RBS(Random Blood Sugar) and ECG - Only if the age is above 30 years.

Please send the duplicate copy as acceptance of this offer of employment.

The detailed appointment letter along with the terms and conditions will be given to you at the time of reporting for duty.

The Management welcomes you to the family of SHAHI and offers you a congenial atmosphere to work in. Hope your association with us will be mutually rewarding.

Note: "If any discrepancies found in the reference check, background check or in any of the documents produced, the offer letter will be revoked, all documents to be produced within 7 days of date of joining"

Sincerely Yours

for SHAHI EXPORTS PVT. LTD.

George Varghese Madathilathu
Chief Human Resources Officer

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HEAD OF THE DEPARTMENT
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Bangalore

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I hereby accept the above terms and conditions of my offer of employment and I will report for the duties on

Date

738083/2023060112442/B14122

Signature

Bipul Singh,

Dated: 13th Feb 2023

Present Address: 4th Stage, BTM Layout,
Bangalore, Karnataka-560029

Permanent Address: Karmiknagar, Dhanbad,
Jharkhand- 826001

OFFER LETTER

Dear Bipul Singh,

We are pleased to offer you employment as - **"Business Analyst - Consultant"** on the following terms and conditions.

1. Your total compensation package (CTC) shall be **Rs. 2,42,400.00 (Rupees Two Lakh Forty-Two Thousand and Four Hundred Only)**. This includes Basic, Allowances, Statutory contributions, Attendance Bonus & other benefits as governed by company policies, subject to income tax regulations in force from time to time.
2. You are also entitled for **1% Commission**: You will receive a performance based variable incentive / commission (as per the percentage agreed i.e., 1% on paid in revenue) that will be discretionary & strictly based on performance. You will receive your variable incentive at the end of 3 weeks from the end of every successfully completed project & revenue paid in. Subject to change based on performance on project's agreed.
3. A detailed appointment order, outlining the break-up of your salary, commission, bonus and terms and conditions shall be issued when you join the organization.
4. You will be on probation for a period of 6 months from 13th Feb 2023. Probation period may be extended at the sole discretion of the management.
5. This offer is subject to acceptance from your end, clearances of your reference check and pre-employment medical test.
6. Please sign & return duplicate copy of this letter in acceptance of the above. You are required to join our organization on the below mentioned date, failing which this offer stands withdrawn.
7. Please share your PAN Card, Aadhar Card, Voter ID, Passport Copy on the Joining Date.

We look forward to your joining our organization.

For **IBEFORO PRIVATE LIMITED**

Authorized Signatory



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accept the offer and shall report for duty on **13th Feb 2023**

Employee Signature and Date

Bipul Singh
13/2/23

Date: 19th December, 2022

To

Bommanagi Naveen S

Subject: Internship Offer Letter

Dear Bommanagi Naveen S

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

Note:

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

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

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

RECTOR OF THE DEPARTMENT
of Engg
OF TECHNOLOGY
ACHARYA INSTITUTE
Bangalore



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Soldavanahalli Bangalore-560 107

IntelliPaat Software Solutions Pvt. Ltd.

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



1AY19ME017

HR-F
Issue
Revision

No. 075
06-09-2022
002

Date: 27-Oct-2023

Ref No: AL/2022/1498-OAL-BLR-ODC

Mr.Chethan K
Yagachihalli Ganadhalu Post,
Huliyar Hobali,
Chikkanayakanahalli,Tumkur,Karnataka - 572218

Sub: Offer Letter cum Appointment Letter

Dear Chethan K,

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

1. Engagement Details:

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

2. Compensation:

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

3. Trainee Benefits:

a) Insurance Coverage.

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

B. H.

HEAD OF THE DEPARTMENT

Mechanical Engg

ACHARYA INSTITUTE OF TECHNOLOGY

ALTEN INDIA PRIVATE LIMITED

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

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b) Statutory Benefit Entitlements.

1. Trainees' State Insurance (ESIC) as per the Trainees State Insurance Corporation Act, as applicable.
2. Trainees' Provident Funds & Miscellaneous Provisions Act, 1952.
3. Gratuity under the Payment of Gratuity Act, 1972.

c) Special Occasion Benefits:

Sodexo Gift Vouchers: Birthday- ₹1000/-, Marriage Anniversary - ₹2,500/-, New Family Addition - ₹2,000/-, as per the company policy.

d) Leave / Holiday Entitlement:

During your Engagement, you will be entitled for the leaves as per the leave policy of the company.

1. **Casual leave:** Applicable as per the company policy.
2. **Earned Leave:** Applicable as per the company policy.
3. **National Festival & Holidays:** Applicable as per the company policy.
4. **Maternity Benefit:** Applicable as per the provisions of Maternity Benefits Act.
5. **Paternity Leave:** As per the company policy.
6. **Bereavement Leave:** As per the company policy.

National Festival & Holidays: You will also be entitled to National & Festival holidays inclusive of 26th January, 15th August, 1st May and 2nd October as declared by ALTEN /client from time to time where you have been deployed.

Leave Grant and Approval:

- a) Grant of Leave of absence shall depend upon the exigencies of work and shall be at the discretion of the management. For availing leave, you are required to apply in the prescribed tool to the appropriate authority at Customer location & copy to KAM/ Reporting Manager from ALTEN and seek prior approval for such leave.
- b) Similarly, for extension of leave, an application through or the prescribed tool (GreyTHR) will have to be made in writing before the expiry of the leave originally sanctioned, which should reach the Human Resources department at least five (5) days prior to expiry of leave. While making such application you will state your address and contact phone number during the leave period. Mere submission of application shall not mean that the leave has been sanctioned and unless leave is sanctioned or extended in writing by the management, you will not be treated to be on leave.

4. Training Period

You will initially be on training for a period of Twenty-Four (24) months with probation period of 6 months from the date of joining, which may be extended or reduced at the sole discretion of the Company. If your services are either not confirmed or not terminated on completion of the period of training, the training period will stand automatically extended till the letter of confirmation is issued. Training may be cancelled at the sole discretion of the Company by providing one (1) month notice.

ALTEN INDIA PRIVATE LIMITED

Regd Office: 7th Floor, Tower D, IBC knowledge Park, 4/1, Bannerghatta Main Road, Bengaluru-560029, Karnataka INDIA.
Tel : +91 80 4242 4241 | Fax: + +91 80 4242 4242 | CIN : U72900KA2010PTC087052 | GST : 29AAICA1019E

www.alten.

HR- F - 075

< Confidentiality Level - C2 >

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Bangalore

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Annexure - 1

Employee Name: Chethan K
Designation: Graduate Engineer Trainee
DOJ: 01-Dec -2023

Salary Breakup		
Salary Components	Monthly	Annual
Basic +DA	18,260	219,120
House Rent Allowance	5,066	60,792
Statutory Bonus	1,522	18,264
TOTAL (A)	24,848	298,176
PF - Employer share	2,191	26,292
Gratuity	878	10,536
TOTAL (B)	3,069	36,828
Insurance Cost (C)	1,250	15,000
Total CTC (A+B+C)	29,167	350,004
Statutory Deductions		
PF Employee share	2,191	26,292
Total Deductions (D)	2,191	26,292
Net take home salary (A-D)	22,657	271,884

List of benefits as per the company policies:

- Group Mediciam Insurance: Self, Spouse, Two Children & Dependent Parents or In-Law are covered up to ₹3,00,000/- PA.
- Group Personal Accident Coverage: Total benefit would be up to ₹20,00,000/- PA or your 1-year CTC, whichever is higher.
- Group Term Life Insurance Coverage: Total benefit would be up to ₹20,00,000/- PA or your 1-year CTC, whichever is higher.
- Workmen Compensation Insurance: Medical & other benefits would be covered as per applicable laws.
- Special Occasion Gift Vouchers: Birthday- ₹1000/-, Marriage Anniversary - ₹2,500/-, New Family Addition - ₹2,000/-.

Note:

- TDS, ESI, PF, PT & Gratuity will be as per the applicable laws.
- Your compensation package is strictly confidential, should remain a private matter between yourself and HR Department and not to be disclosed to your colleagues.

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Mechanical Engg
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Bangalore

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Tel : +91 80 4242 4241 | Fax: + +91 80 4242 4242 | CIN : U72900KA2010PTC087052 | GST : 29AAICA2019E1ZZ

H. Chethan
PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldavanahalli Bangalore-560 107

OL No: TN9126

Date : 28 February 2023

Dear Chethan K,

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

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

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Date of Joining : 2 March 2023

Training Period : 2 March 2023 to 11 March 2023

OJT Start Date: 12 March 2023

OJT End Date: 11 September 2023

Location of Training: Bangalore

Stipend: INR 15000 Per Month

Incentives : INR 10000

Target: 180000 INR per month.

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

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

B. H. T.

HEAD OF THE DEPARTMENT

Mechanical Engg

ACHARYA INSTITUTE OF TECHNOLOGY

SIGNATURE: Bangalore

(Candidate's Signature)

M. Arun
PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Solvadanahalli Bangalore-560 107

DATE: _____

TEACHNOOK EDUTECH

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

info_hr@teachnook.com Mob: +91 90190 30545

Ref: 971614/2258672/ELTP

23-Sep-2023

Mr. Anvith Hiremath
Kalaburagi (Kar) - 585103
Mobile: 9972349681

Subject: Offer of Appointment

Dear Mr. Anvith Hiremath

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

1. 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.
4. 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.
5. 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.
6. 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 1,00,000/- (Rupees One Lakh Only)**. As per the bond 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 mandatory documents, failing which the company reserves the right to withdraw your employment offer. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **INR15,000/- (Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for

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ANNEXURE - A

NAME **Mr Anvith Hiremath**
TITLE **Associate Software Engineer**
BAND **U1**
LOCATION **BENGALURU**

COMPONENTS	Per Annum (All figures in INR)
BASIC (@40% OF TOTAL FIXED PAY)	111397
HRA (@70% OF BASIC)	77978
BONUS / STATUTORY BONUS	48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	13368
FLEXIBLE COMPONENTS OF TFP	27750
TOTAL FIXED PAY..... (A)	278493
TOTAL VARIABLE PAY (TVP)..... (B)	30944
ADDITIONAL BENEFITS..... (C)	15563
GRATUITY	5359
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	10204
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	325000

- 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 regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- 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.

Component	Max Limit
Leave Travel Assistance	12000
Meal Card	26400

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(Contd...)

S. Chellur
PRINCIPAL
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Soldevanahalli Bangalore-560 107


ANNEXURE - H - ACKNOWLEDGMENT


This acknowledgment shall be attached to and considered part of the employment agreement executed this date by and between Tech Mahindra Ltd "Company" and the **Mr. Anvith Hiremath** "Employee".

The Employee recognizes, understands and specifically agrees to the restrictive covenant contained in the foregoing agreement. The Employee further acknowledges that said restrictive covenant and the territorial limitations set forth therein is reasonable.

I understand that my employment with the Company is absolutely conditioned upon execution of this Acknowledgment and agreement. I have fully read, understood and agree to be bound by the attached agreement and this Acknowledgment. I, **Anvith Hiremath** hereby further acknowledge and confirm that I have read and understood the foregoing agreement. I understand that I have the right and the time to have this agreement reviewed by Advocate of my choice but has declined to do so.

IN WITNESS WHEREOF, and intending to be legally bound hereby, the Employee has set his or her hand on this ____ day of ____ (month), ____ (year), and hereby acknowledges, understands and agrees to the above.


HEAD OF THE DEPARTMENT
Name & Signature
ACHARYA INS. TECHNOLOGY
Bangalore


PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

Witness/ Notary Public: _____

1A Y19 ME 024

UNIVERSAL

MEP PROJECTS
& ENGINEERING
SERVICES LIMITED

A TATA Enterprise

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

Ref: MD-101/2237

06 June 2023

To

Mr. Goutham K S

Acharya Institute of Technology

Bengaluru

Dear Goutham,

Congratulations & a warm welcome to Team Universal

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

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

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

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

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

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

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

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

Thanking you,

Yours faithfully,

For Universal MEP Projects & Engineering Services Ltd



Ravinder Rao
Head HR

PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

HEAD OF THE DEPARTMENT

REGISTERED OFFICE:

Voltas House No. 7, Dr. Babasaheb Ambedkar Road, Chandipokli, Mumbai 400 033, India

Tel : +91 22 66656666

Corporate Identity Number : U74210MH1983PLC030705



04th September 2023
Bangalore

Dear Hruthik H R


Subject: Recruitment to the position of Engineer – Technical Services

Congratulations!

Based on your performance in the interview, you have been selected to the position of Engineer – Tech Services. Your recruitment is subject to the following terms and conditions.

1. You will be on probation for a period of 6 months from the date of your joining i.e. from 4th September 2023 (Monday); during this period, your performance will be evaluated constantly and at the end of the probation period, you will be notified about the status of your continuance.
2. During the probation period, your remuneration will be Rs 20,000/- per month (Rupees Twenty Thousand Only).
3. In addition to the above, contributory Provident fund, Accident and Health insurance will be covered by the office.
4. One month additional salary as bonus will be paid post completion of 1 year from the date of your joining, bonus is added to your salary in the month of October every year.
5. The pay package will be worked out separately upon successful completion of the probation period and will be informed to you subsequently.
6. In case you desire to move out of the present job, a minimum of 30 day of advance information in writing is to be submitted. On the other hand, NV Dynamics will issue a 15-day notice in case it wishes to terminate your services for whatsoever reasons.
7. You are required to hand over a copy of marks sheets (10th & Engineering), proof of address and two passport size photo for office records.
8. Your personal documents submitted during the interview / reporting will be verified for its correctness and validity.
9. Once you report to the job, background checks and verifications as appropriate will be done in line with the legal requirements of this office.

HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore


PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Siddayyanahalli Bangalore-560 107




Terms of office & discipline


- 1 The office working time is between 9am to 5pm (Monday through Friday), Saturdays & Sundays are closed. National Holidays and other applicable holidays will be let known accordingly.
- 2 During probation, you are entitled for a leave of 1 day per month; no other type of leave will be applicable during this period. Absenting from the work, not being punctual to work will be viewed negatively for assessing the performance.
- 3 Personal integrity, honesty and overall discipline to represent the office at customer place are to be kept up at all times. Extreme caution shall be exercised while discussing matters of technical importance, customer information and likewise with any outsider.
- 4 A brief description of your job profile is put below, however, the definition of responsibility may be revised and appended as required for the work during the course of your stay with NV Dynamics.
 - Site visits, both individually and with other team members to carryout assigned technical and other associated tasks.
 - Work on multiple platforms of data acquisition systems, software tools and analysis methodologies to process the site recorded data and prepare technical reports accordingly.
 - Read, practice and learn newer tools relating to the job to improve the technical skills and deliverables.
 - Work as a team player to assist, support and co-ordinate on all the tasks assigned to you.
 - Keep high integrity and Moral standards to maintain the office discipline, rules and obligations.

Please sign the copy of this letter for having agreed to the terms of the offer. Wishing

you good success


Best regards


Ajith Krishna
Authorised Signatory

B. H. 
HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore


PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Soldavanahalli Bangalore-560 107

SWITCHGEAR & CONTROL TECHNICS PVT .LTD.			
Plot No.152, Bommasandra Industrial Area,			
Hosur Road, Anekal Taluk,			
Bengaluru - 560 099.			
SALARY ANNEXURE			
Name	:	Krishna Bladar	
Designation	:	L7-GRADUATE TRAINEE ENGINEER-ENGINEERING	
Department	:	ENGINEERING	
Date of Birth	:	02-06-2001	
Date of Joining	:	16-10-2023	
Age at the time of Joining	:	23	
With Effect From	:	16-10-2023	
BREAK UP OF THE SALARY		Gross Salary Per month	Gross Salary Per Annum
SALARY SHEET	Basic Salary + D A	Rs. 18,000.00	Rs. 2,16,000.00
	House Rent Allowance	Rs. 2,000.00	Rs. 24,000.00
	Conveyance Allowance	Rs. -	Rs. -
	Education Allowance	Rs. -	Rs. -
	Medical Allowance	Rs. -	Rs. -
	Mobile Maintenance Maximum	Rs. -	Rs. -
	Production Bonus	Rs. -	Rs. -
	Monthly Gross	Rs. 20,000.00	Rs. 2,40,000.00
EMPLOYEE DEDUCTION	P.F @ 12%	Rs. 1,800.00	Rs. 21,600.00
	E.S.I.C @ 0.75%	Rs. 150.00	Rs. 1,800.00
	Canteen (If Availed)	Rs. 665.00	Rs. 7,980.00
	Medical insurance	Rs. -	Rs. -
	Professional Tax	Rs. -	Rs. -
	Total Deductions	Rs. 2,615.00	Rs. 31,380.00
EMPLOYER CONTRIBUTION	P.F. @ 13%	Rs. 1,950.00	Rs. 23,400.00
	E.S.I.C @ 3.25%	Rs. 650.00	Rs. 7,800.00
	Canteen (If Availed)	Rs. 665.00	Rs. 7,980.00
	Gratuity(As per provision of Gratuity Act)	Rs. 865.00	Rs. 10,380.00
	Annual Bonus	Rs. 583.00	Rs. 7,000.00
	Total Liabilities	Rs. 4,713.00	Rs. 56,560.00
ANNUAL INCENTIVE (VARIABLE)	Performance Incentive(Individual)	Rs. 1,000.00	Rs. 12,000.00
	Performance Incentive(Organization)	Rs. 1,000.00	Rs. 12,000.00
	Total	Rs. 2,000.00	Rs. 24,000.00
	NET TAKE HOME	Rs. 17,385.00	Rs. 2,08,620.00
	CTC	Rs. 26,713.00	Rs. 3,20,560.00
HR Department	Accounts	Authorised Signatory	Employee Signature



Hi Lokesh,

Congratulations on your selection at Tata Elxsi!

Please submit below documents for completion of your joining process.

- Relieving letter(s) & Experience Certificate(s) from all your previous Organisations covering your entire experience.
- Your salary certificate / payslips (Latest 3 months Pay Slips from your immediate previous employer).
- Certificates of 10th & 12th Classes.
- Graduation Certificate & Marks Sheets.
- Post Graduation Certificate & Mark Sheets (If applicable).
- 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.
- Last Employer's PF Membership No. (If applicable).
- Passport Size Photograph (White Background).
- 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,

B. N. S.
HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore

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



21 July, 2023

Lokesh D
No 8,4Th Cross,1St Gokula 1St Stage,Yeshwanthpur

Dear Lokesh,

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 **28 August, 2023.**

(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.

HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore

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

PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Siddavarahalli Bangalore



Annexure 1

Annexure to: Lokesh D

Appointment Letter Dated: 21 July, 2023

Name	Lokesh D
Level	D
Designation	Engineer
BU	IDV
Location	Bangalore

Amount in INR

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

Monthly Salary	26562
-----------------------	--------------

Deferred Benefits (Annualised)

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

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

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

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

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

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

Ref: SSTHR042023-2103

Date: 21.04.2023

Mr. Lokmaan Singh C
 S/O Chandra Singh,
 15, 2nd Main, Brindavan Layout,
 Hesaraghatta Main Road,
 T Dasarahalli, Bangalore,
 Karnataka - 560057
 Email: lokmaansingh11@gmail.com

Sub: Letter of Appointment

Dear Mr., Lokmaan Singh C

On behalf of SAMPRADAA SOFTWARE TECHNOLOGIES (OPC) Private Limited (hereinafter referred to as "the Company") I am very pleased to offer you the position of **Server Support Engineer** in our organization. Your joining date will be April 24th, 2023.

On the first day of the employment, please report to:

Hewlett Packard Enterprise (HPE)
 Bangalore
 Reporting Time: 9:00 AM

You will be paid an annual salary (CTC) of **Rs. 4,00,011**. Your salary composition and other details are listed in the Annexure to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

Attn: HR, Sampradaa Software Technologies Private Limited
 Adithya Complex, 4th Floor No 4 5 6 Marg,
 Gaurav Nagar, Kothanur Main Road,
 JP Nagar, Bangalore, Karnataka – 560078

I look forward to welcoming you in our organization.

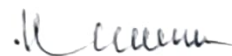
Should you need any further clarifications, please feel free to contact me.

Yours Sincerely,

For Sampradaa Software Technologies OPC Pvt. Ltd.



Authorised Signatory
Kanaka Narayan Shetty
 Director



PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
 Soldevanahalli Bangalore-560 107

B. N. S.
HEAD OF THE DEPARTMENT
 Mechanical Engg

ACHARYA INSTITUTE OF TECHNOLOGY
 Bangalore

Adithya Complex, 4th Floor No 4 5 6 Marg, Gaurav Nagar, Kothanur Main Road, JP Nagar, Bangalore,
 Karnataka – 560078

EMPLOYMENT AGREEMENT

DATE OF APPOINTMENT:

Your appointment shall be effective from 24th April 2023 ("Joining Date"). It might differ based upon Client(s) confirmation on the assignment schedule / start date. In that case, we will share the updated offer letter with the new Date of Joining

COMPENSATION STRUCTURE:

Your individual compensation is strictly between yourself and the Company. It has been determined based on various factors such as your job, skills, specific background, and professional merit. This information and any changes therein should be treated as personal and confidential.

Your total CTC inclusive of all benefits will be **Rs. 4,00,011**. The detailed break-up of the Remuneration and other benefits you are eligible for are attached to this Letter.

The salary will be processed on the 5th Business day of each month. However, if the 5th falls on a holiday, salary will be paid on the next working day. The monthly pay slips will be made available electronically.

Salary will be disbursed on receipt of your PAN card number.

TIME SHEETS:

You shall send a hard copy/soft copy of the time sheets duly approved and signed by your Supervisor/Reporting manager on 1st day of every month for processing salary to the following address:

Attn: HR, Sampradaa Software Technologies Private Limited
Adithya Complex, 4th Floor No 4 5 6 Marg,
Gaurav Nagar, Kothanur Main Road,
JP Nagar, Bangalore, Karnataka – 560078

Delay in receiving the approved time sheets will result in a delay in payment of your salary.

PROBATION PERIOD:

You will be on probationary period for Six [6] months but may be extended or confirmed earlier based on your performance and solely at management's discretion. If you want to terminate this employment contract at any time during probationary period, you may do so by giving 30 days' notice in writing and if company wants to terminate your employment contract, they may do so by giving 15 days' notice or salary in lieu thereof.

STATUTORY BENEFITS:

You will be governed as per the respective acts of ESIC, Employees Provident Fund, Bonus & Gratuity, as per the rules in force, from time to time.

BACKGROUND CHECK:

The Company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.

REVIEW PERIOD:

Your performance will be reviewed to consider salary revision after 12 months from the date of joining

PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

HEAD OF THE DEPARTMENT

Mechanical Engineering

ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore

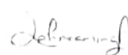
Adithya Complex, 4th Floor No 4 5 6 Marg, Gaurav Nagar, Kothanur Main Road, JP Nagar, Bangalore,
Karnataka – 560078


SALARY ANNEXURE – LOKMAAN SINGH C

Particular	Monthly (in Rs.)	Annual (in Rs.)
Basic	18,000	2,16,000
House Rent Allowance	7,200	86,400
Medical Allowance	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	1,119	13,428
Bonus	1,499	17,993
Gross Salary	30,668	3,68,021
Provident Fund (Employee's Contribution)	1,800	21,600
Profession Tax	200	2,400
Net	28,668	3,44,021
Provident Fund (Employer's Contribution)	1,800	21,600
Gratuity	866	10,390
Proposed CTC	33,335	4,00,011

Note:

Income Tax will be deducted as per applicable slabs of individual and nature of IT Declaration and proofs submitted with the company.

Name : Lokmaan Singh
Date : Apr 22 2023 10:17 IST
Signature : 


PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldavanahalli Bangalore-560 107

B. N.
HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore

4th Floor No 4 & 5 Marq. Gauri Nagar, Kothanur Main Road, JP Nagar, Bangalore
Kumar - 560078

11/19ME 037

VOLTAS

Date: 26th May 2023

To
Mr. Mallikarjun N
Acharya Institute of Technology
Bangalore

Dear Mallikarjun N,

Congratulations & a warm welcome to Team Voltas

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

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

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

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

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

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

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

Yours sincerely,

For Voltas Limited



Eras Lodhi
Head HR - Corporate & Support Services



HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore



PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

VOLTAS LIMITED

Human Resources Development Department
Voltas House 'B' 1st Floor T B Kadam Marg Chinchpokli Mumbai 400 033 India
Tel 91 22 66656666 Fax 91 22 66656351 website www.voltas.com
Registered Office Voltas House 'A' 5th Floor Dr Babasaheb Ambedkar Road Chinchpokli Mumbai 400 033
Corporate Identity Number L29308MH1954PLC009371

A **TATA** Enterprise

(Encl: Pg2)

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

by letter

NOTE

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

HEAD OF THE DEPARTMENT

Mechanical Engg

ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore

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

I accept the same

Name:

Date:

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

VOLTAS LIMITED

Human Resources Development Department

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

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

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

Corporate Identity Number L29308MH1954PLC009371

A **TATA** Enterprise

Date 26th May 2023

To
Mr Manoj BC
Acharya Institute of Technology
Bangalore

Dear Manoj BC,

Congratulations & a warm welcome to Team Voltas

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

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

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

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

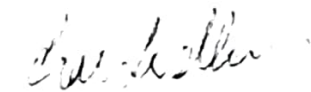
The TATA group is known for its ethical conduct, which we believe is a way for business sustainability. The Tata Code of Conduct details out the behavior expected of each of its employees. Please visit the following link for further details: [Tata Code of Conduct.pdf](#)

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

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

Yours sincerely,

For Voltas Limited



Eras Lodhi
Head HR - Corporate & Support Services



HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore



PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

VOLTAS LIMITED

Human Resources Development Department

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

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

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

Corporate Identity Number L29308MH1954PLC009371

A **TATA** Enterprise

VOLTAS

(Encl: Pg2)

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

[Signature]

PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Soldavanahalli Bangalore-560 107

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

Name: *Manoj B. S.*

Date: *29-05-2023*

B. H. S.

HEAD OF THE DEPARTMENT

Mechanical Engg

ACHARYA INSTITUTE OF TECHNOLOGY

Bangalore

VOLTAS LIMITED

Human Resources Development Department

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

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

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

Corporate Identity Number L29308MH1954PLC009371

A **TATA** Enterprise



07-Apr-2023

Candidate ID: 24889212

Pradosh H S
B.E. Mechanical
Acharya Institute of Technology, Bangalore

Dear Pradosh H S,

Further to our Letter of Intent for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an internship on premises with us for a **period of 3 to 6 months**. Your internship on-boarding will be scheduled based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of **INR 12,000** per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Though Cognizant Internship is a pre-requisite skill and capability development program, it does not guarantee employment and there is no employer – employee relationship during the course of this internship program. However, the successful completion of internship will form a critical part of your eligibility for employment with Cognizant if an opportunity arises in future.

You will be provided a learning curriculum as per the skill track assigned to you. The learning design would expect you to drive your learning through hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. Upon successful completion of internship, you will be part of the batch available for on-boarding as a full-time employee with Cognizant between July 2023 to August 2024. In the event of unsatisfactory performance during the Internship or non-completion of the Internship, no Internship Completion Certificate shall be issued by Cognizant. Cognizant reserves rights at its sole discretion to revoke its Letter of Intent.

Section A: Terms and Conditions:

1. The Internship timings would be for 10 hours per day from Monday through Friday aligned to the working timings followed in Cognizant which based on the need could also be operated on a shift model. Attendance is mandatory on all the days to stay active in the Internship Program. The Intern Offer would be cancelled if the mandatory requirement of minimum 85% attendance at office is not met in a month.
2. Interns are covered under Cognizant's calendar holidays of the respective location of internship, and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program and internship would be cancelled if leaves are availed without prior approvals.
3. You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions failing which your internship would be cancelled.

which you would need to take it up and complete the training, failing which your Letter of Intent will be revoked.

c. For such other operational, regulatory reasons including breach of terms herein.

Thereupon, your access shall also stand revoked, and Cognizant shall not be obligated to extend nor be liable for any claims due to cancellation of this Internship Offer.

On any of the above-mentioned scenarios (Refer to **Section A: Terms and Conditions**), if your Internship Offer has been cancelled then your Letter of Intent would also be revoked.

Below are the **mandatory documents** to be submitted as part of your **Background Verification**:

- Your Pan Card
- Letter of Authorization (LOA) which should be downloaded from the BGV application hand signed with your name and date and re-uploaded back to the application

Below are the **mandatory documents** to be submitted as part of your **Pre-joining formalities**:

- 2 Passport sized Photographs preferably with a Grey / White background
- Personal individual bank account from a nationalized bank for processing stipend

In case of additional queries or concerns, you can raise a query at <https://campus2cognizant.cognizant.com/Pages/PreLogin>.

We wish you good luck.

Yours sincerely,

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



Maya Sreekumar

Vice President - Human Resources

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

Signature:

Date:



HEAD OF THE DEPARTMENT

Mechanical Engg

ACHARYA INSTITUTE OF TECHNOLOGY

Bangalore



PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY

Soldevanahalli Bangalore-560 107



Mr. Rohan Dev.A
S/o.D.Ananth
198/22, 5th Main Road
Vyalikaval, Malleshwaram,
Bangalore-560003

12th December 2023

Letter of Appointment

Dear Mr. Rohan,

Based on our discussions, we are pleased to inform you that you have been offered for appointment for an employment in **O3 INFOTECH PRIVATE LIMITED**, for the position of 'Business Analyst'. Please refer to Annexure A for a detailed breakup of your Annual compensation.

We look forward to you joining O3 Infotech Pvt Ltd on **14th December 2023**, and are requested to report at:

No.70/1, Prizm GreyStone, # 204-205-206, Cunningham Road, Bangalore-560 052

At the time of joining you are required to submit the documents requested in Annexure C. This employment offered to you is governed by the terms and conditions referred in Annexure – B.

If you are in agreement and wish to accept this offer of employment, please sign the duplicate copy of this letter on all sheets as a token of your acceptance and return it to us.

We welcome you to O3 infotech Private Limited and look forward to a long and mutually beneficial association.

Sincerely,


Manohar Singh




PRINCIPAL


HEAD OF THE DEPARTMENT
Mechanical Engg

SHARAYA INSTITUTE OF TECHNOLOGY
Goldevanahalli Bangalore-560 100
SHARAYA INSTITUTE OF TECHNOLOGY
Bangalore

By signing and dating this letter below, I, _____ accept this job offer employment with O3 Infotech Private Limited.

Signed by: _____ Date: _____

O3 Infotech

Annexure – A

Name : Mr.Rohan Dev.A

Designation : Business Analyst

Particulars	Per Month (Rs)	Per Annum (Rs)
Basic Pay	10,000	
Medical Allowance	2,000	
Conveyance Allowance	3,000	
Special Allowance	5,000	
Total	20,000	
Gross Salary		2,40,000
Deductions:	NIL	NIL
Net Salary	20,000	2,40,000

Note- Salary will be credited on 7th of subsequent month.

B. M. T.
HEAD OF THE DEPARTMENT
Mechanical Engg
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Bangalore



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Solvadanahalli Bangalore-560 107

OL No: TN9121

Date : 28 February 2023

Dear Varun U koushik,

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

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

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Date of Joining : 2 March 2023

Training Period : 2 March 2023 to 11 March 2023

OJT Start Date: 12 March 2023

OJT End Date: 11 September 2023

Location of Training: Bangalore

Stipend: INR 15000 Per Month

Incentives : INR 10000

Target: 180000 INR per month.

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

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

SIGNATURE: _____

(Candidate's Signature)

DATE: _____


[Signature]
PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 10
HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore


Training Policy

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

Please indicate your acceptance of this offer by signing below.

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

B. H. 
HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore
SIGNATURE _____
(Candidate's Signature)


PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Solevanahalli Bangalore-560 107
DATE: _____

ANNEXURE


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

Photocopies of

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

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

B. K. S.
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Mechanical Engg
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Bangalore


PRINCIPAL
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Soldevanahalli Bangalore-560 107

SIGNATURE: _____
(Candidate's Signature)

DATE: _____



04th September 2023
Bangalore

Dear Varun Yadav A

Subject: Recruitment to the position of Engineer – Technical Services

Congratulations!

Based on your performance in the interview, you have been selected to the position of Engineer – Tech Services. Your recruitment is subject to the following terms and conditions.

1. You will be on probation for a period of 6 months from the date of your joining i.e. from 4th September 2023 (Monday); during this period, your performance will be evaluated constantly and at the end of the probation period, you will be notified about the status of your continuance.
2. During the probation period, your remuneration will be Rs. 20,000/- per month (Rupees Twenty Thousand Only).
3. In addition to the above, contributory Provident fund, Accident and Health Insurance will be covered by the office.
4. One month additional salary as bonus will be paid post completion of 1 year from the date of your joining, bonus is added to your salary in the month of October every year.
5. The pay package will be worked out separately upon successful completion of the probation period and will be informed to you subsequently.
6. In case you desire to move out of the present job, a minimum of 30 day of advance information in writing is to be submitted. On the other hand, NV Dynamics will issue a 15-day notice in case it wishes to terminate your services for whatsoever reasons.
7. You are required to hand over a copy of marks sheets (10th & Engineering), proof of address and two passport size photo for office records.
8. Your personal documents submitted during the interview / reporting will be verified for its correctness and validity.
9. Once you report to the job, background checks and verifications as appropriate will be done in line with the legal requirements of this office.

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Siddavanhalli Bangalore 560 097



NV DYNAMICS
VIBRATION, ACOUSTICS, BEYOND



ISO 9001:2015

www.tuv.com



Terms of office & discipline

1. The office working time is between 9am to 5pm (Monday through Friday), Saturdays & Sundays are closed. National Holidays and other applicable holidays will be let known accordingly.
 2. During probation, you are entitled for a leave of 1 day per month, no other type of leave will be applicable during this period. Absenting from the work, not being punctual to work will be viewed negatively for assessing the performance.
 3. Personal integrity, honesty and overall discipline to represent the office at customer place are to be kept up at all times. Extreme caution shall be exercised while discussing matters of technical importance, customer information and likewise with any outsider.
 4. A brief description of your job profile is put below, however, the definition of responsibility may be revised and appended as required for the work during the course of your stay with NV Dynamics.
- Site visits, both individually and with other team members to carryout assigned technical and other associated tasks.
 - Work on multiple platforms of data acquisition systems, software tools and analysis methodologies to process the site recorded data and prepare technical reports accordingly.
 - Read, practice and learn newer tools relating to the job to improve the technical skills and deliverables.
 - Work as a team player to assist, support and co-ordinate on all the tasks assigned to you.
 - Keep high integrity and Moral standards to maintain the office discipline, rules and obligations.

Please sign the copy of this letter for having agreed to the terms of the offer. Wishing


you good success

Best regards

Ajith Krishna
Authorised Signatory



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Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore


PRINCIPAL
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Soldevanahalli Bangalore-560 10



Offer Letter

Date : Wednesday, June 7, 2023

Dear **Varun Yadav**,

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

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

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

Position Details and Compensation Overview

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

You will be on probation for a period of 60 from Tuesday, June 13, 2023. Your joining salary will be INR 231000 per annum, the mentioned per annum value shall be only applicable during your probation period of 60 days or as per extension of the probation period, subject to your performance and potential for the position you have been hired for. The Company reserves the right to extend your probation period should it deem fit.

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

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

Variable Compensation: Upto 3 LPA

Total Annual Cost to Company: 7 LPA to 8 LPA

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

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

Best Regards,

B. H. T.
HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore

PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldavanahalli Bangalore-560132



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

Terms & Conditions

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.
2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:
 - Provident Fund
 - Income tax deducted at source at the rates applicable
 - Employment/Professional taxes
 - Dues to the company including loans and advances
 - Or any other applicable statutory deductions
3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of announcement of the Yearly Performance Pay.
4. Benefits – All the full-time regular employees of the Company are eligible for our employee benefits program effective from their Date of Joining.

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

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

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

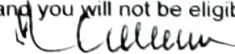
This clause is applicable only if there has been a notice-period buyout by BYJU'S.

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

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

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 15 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to

B. N. ~~HEAD OF THE DEPARTMENT~~
Mechanical Engg
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Bangalore


PRINCIPAL
Page 2 of 3
ACHARYA INSTITUTE OF TECHNOLOGY
Solderanahalli Bangalore-560 107

- be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to
- the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.
- The Company will be entitled to terminate your services by giving you 15 days of notice in writing, or by payment of 15 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 15 days of notice in writing or 15 days of salary in lieu of such notice.
- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, incorrect information found during background verification, willful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

8. The detailed breakup of CTC will be shared in your appointment letter. The revised salary structure post probation will be shared in the salary revision letter.

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 HEAD OF THE DEPARTMENT
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 Bangalore
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 Soldevanahalli Bangalore-560 10

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UNIVERSAL

MEP PROJECTS
& ENGINEERING
SERVICES LIMITED

ATATA Enterprise

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

Ref: MD-101/2238

06 June 2023

To

Mr. Vedant

Acharya Institute of Technology
Bengaluru

Dear Vedant,

Congratulations & a warm welcome to Team Universal

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

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

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

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

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

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

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

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

Thanking you,

Yours faithfully,

For Universal MEP Projects & Engineering Services Ltd



Ravinder Rao
Head HR

HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore



PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Solvadanahalli Bangalore-560 107

REGISTERED OFFICE:

Voltas House A/ Dr. Bhabasaheb Ambedkar Road, Chinchpokli, Mumbai 400 033, India
Tel : +91 22 66650000

Corporate Identity Number: U74210MA-0283PLC-030705

UNIVERSAL**MEP PROJECTS
& ENGINEERING
SERVICES LIMITED****A TATA Enterprise**A 100% wholly-owned subsidiary of Voltas Limited
(Formerly known as Rohini Industrial Electricals Limited)

CTC annexure to letter dated 06 June 2023

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

NOTE:

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

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

I accept the same.

Name: Vedant

Date: 07/06/2023

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Solderanahalli Bangalore-560 107

B. K. T.
HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore**REGISTERED OFFICE:**

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

Tel : 22 66050060

Corporate Identity Number : U74210MH1983PLC030700

1AY20MEH00

SHAHI EXPORTS PVT. LTD.

CIN-U18101DL2005PTC138730

Date: 21/06/2023

Mr. Abhilash

#10

5th cross SBM colony
mathikere yeswanthpur
BANGALORE -560054

Dear Mr. Abhilash,

OFFER OF EMPLOYMENT

With reference to your application and subsequent interview you had with us, we are pleased to offer you the post of "GRADUATE ENGINEER TRAINEE - I E D". You are required to report for duty within 03-07-2023 positively. In case you do not report for the duty by the time stipulated, this offer of employment shall stand automatically withdrawn.

Your emoluments:-

Cost to the Company of 300000 (Rupees Three Lac Only) per annum .

Your Place of posting will be:

SHAHI EXPORTS PVT. LTD. - UNIT - 7

SY. NO 13, 14 & 15, BELLANDUR GATE, SARJAPURA MAIN ROAD, BANGALORE - 560102.

You shall bring the following documents while reporting for duty:

- * Four passport size color photographs (with blue background).
- * Copies of certificates of education (including SSLC / Matriculation).
- * Copies of experience certificate, salary certificate/salary slip, relieving order from your previous companies.
- * Photocopy of PAN card & E-Aadhaar Card along with original which will be returned after due verification.
- * Copy of cancelled cheque in case of having any bank account across India.
- * Self attested previous employment income & TDS from former employer/s for current Financial Year.
- * Medical fitness certificate for the employment from any Registered Medical Practitioner along with blood group specification and following tests: Hb, Urine-Routine-Micro, TCDC(Total Count Differential Count), RBS(Random Blood Sugar) and ECG - Only if the age is above 30 years.

Please send the duplicate copy as acceptance of this offer of employment.

The detailed appointment letter along with the terms and conditions will be given to you at the time of reporting for duty.

The Management welcomes you to the family of SHAHI and offers you a congenial atmosphere to work in. Hope your association with us will be mutually rewarding.

Note: "If any discrepancies found in the reference check, background check or in any of the documents produced, the offer letter will be revoked, all documents to be produced within 7 days of date of joining"

Sincerely Yours

for SHAHI EXPORTS PVT. LTD.



George Varghese Madathilathu
Chief Human Resources Officer

B. H. T. O
HEAD OF THE DEPARTMENT
Mechanical Engg
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Bangalore

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I hereby accept the above terms and conditions of my offer of employment and I will report for the duties on

Date

738083/20230531095028/B14103

Signature

1AY20M/E400

Kennametal Shared Services Private Limited
CIN: U64202KA2005PT0005759
8/9th Mile, Tumkur Road, Bangalore - 560 073. INDIA
T: 81 80 2639 4321
www.kennametal.com

Mr. Abhilash
S/o Shantappa Manik
Gola (k) Shahabad,
Kalaburgi,
Karnataka -585228.



Ref: HR/GAT/July

Date: 24th July 2023

Page No: 01 of 02

Dear Abhilash,

Sub: Graduate Apprentice Trainee (GAT) as per the Apprenticeship Act

This has reference to your application dated 18th July 2023 for Apprenticeship in our Company and the subsequent interview you had with us.

We are pleased to inform you that you have been selected as "Graduate Apprentice Trainee" under the Apprenticeship Act, 1961 on the following terms and conditions:

1. Your Apprenticeship period will be ended on **23rd July 2024**.
2. During the training period, you will be paid a stipend of **Rs.20,000/-** (Rupees Twenty Thousand only) per month.
3. During the training period, you will follow the instructions of the Officer-in-charge and maintain the details of your training. You will have to execute a contract for a period of One year as per the Apprenticeship Act.
4. Any un-authorized absence during the training period will be viewed seriously and can be subject to termination of your contract as Apprentice Trainee.
5. You are required to follow all the safety norms as per the Organization policies and processes.
6. You will be covered under the Group Personal Accident Insurance for a sum insured of Rs. 2,00,000/- P.A.
7. **Compliance of FCPA and Anti-Bribery Policy.** You represent and warrant that:
 - a) You are familiar with the terms and provisions of Foreign Corrupt Practices Act ("FCPA") and the anti-bribery provisions applicable in India;
 - b) You will comply with the FCPA and all applicable laws and regulations in India;
 - c) No portion of the monies paid to you pursuant to this Agreement have been or will be offered, paid or promised, directly or indirectly, to any official, agent, consultant or employee of any State Central Government; or any agency, department, instrumentality, or subdivision thereof (collectively, a "Government"), or any company or entity owned or controlled by Government or any political party or candidate for political office, or to any officer or employee of any customer, and that no other monies, benefits or property have been or will be offered, paid or promised, directly or indirectly, to any such person in officer or employee of any customer, and that no other monies, benefits or property


B HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore


PRINCIPAL
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Soldevanahalli Bangalore-560 107

Ref No.:
EXP/HR/1607
Date:22-Jan-24

Subject: Offer to the post of Graduate Engineer Trainee

Dear Abhishek H,

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

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

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

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

You are required to sign:

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

This offer is subject to following conditions:

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

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

Expleo Solutions Limited.,

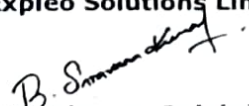
**Expleo Solutions Limited, Plot No. 148 | 2nd Floor | Prestige Featherlite Tech Park,
2nd Phase | EPIP Area | Whitefield | Bangalore - 560066**

Contact person: Advyth Chandran

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

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

For **Expleo Solutions Limited.,**


Saravanakumar Balakrishnan
Senior Manager - Human Resources


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

I hereby accept the offer.

Signature

Name

Date


HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore

PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Siddavaram Bangalore-560 107

AGREEMENT

This Agreement is entered into on this the 22nd January 2024 at Pune

By and Between

Expleo Solutions Limited, a company established under the laws of India and having its registered office at Expleo Solutions Limited, Plot No. 148 | 2nd Floor | Prestige Featherlite Tech Park, 2nd Phase | EPIP Area | Whitefield | Bangalore – 560066 (hereinafter referred to as “Employer” and or “Company”, which expression, unless repugnant to the context or meaning thereof, shall be deemed to mean and include its successors and permitted assigns) of the First Part

And

Ms./Mr./Mrs. Abhishek H, S/D/W/o Mahabaleshwarayya swamy aged about 24 years and residing at Sai boys pg near Acharya college Dr. Sarvepalli Radhakrishnan Road, Acharya PO, Soldevanahalli, Bangalore – 560107 (hereinafter referred to as the “Employee” which expression shall unless repugnant to the context be deemed to mean and include his heirs, executors, administrators and assigns) of the Second Part

The Employer, Employee shall individually be referred to as “Party” and collectively as “Parties”, unless repugnant to the context.

Whereas the Employer is involved in the business for end-to-end, integrated engineering, quality services and management consulting for digital transformation.

Whereas to perform job of such a nature as stated above and effective use of high technology equipment's and tools specific skill sets would be required which can be acquired mainly through special training and / or specific on the Job training and Skill Enhancement Programmed (hereinafter collectively referred to as “Training”)

Whereas the Employee had applied to the Employer and the Employer has now offered to the Employee, an appointment, as per the Offer Letter No. EXP/HR/1607 dated 22-Jan-24 object, inter-alia, the Employee signing this Agreement necessitated on account of the fact that the Employee has been recruited with substantial costs involved and further has to undergo detailed and expensive Training at the cost and time of the Employer (“Offer”)

Whereas the Employee acknowledges that the Employer has to impart, during the period of up to six months from the date of joining, the Training, under expert guidance in specified areas as necessary and relevant.

Whereas the Employee acknowledges and agrees that the Employer will incur significant and considerable expenditure for the Training both direct and indirect expense, financial and liquidated expense inter-alia related to faculty, computer time, Instructor time, Supervisory time, software costs, the setting up and maintenance of special and general facilities for Training as well as for on-the-job skill enhancements.

Whereas the Employee further accepts that the training imparted to the Employee at his instance but at the cost of the Employer will personally benefit and improve the professional standing of the Employee and it has been imparted by the Employer at significant and considerable expenditure to harness the skills of the Employee and productive use by the Company. The Employee further accepts that the said training is highly specialized and may cost the Employee substantially high amount of money in case the Employee has to undergo this training at his own cost., The Employer expects a commitment (elaborated below) from the Employee to recover its expenditure or seek compensation for non-fulfillment of the same.

Whereas the Employee acknowledges that the expenditure involved in imparting the said Training to the Employee is several times in excess of the compensation demanded from the Employee.

Whereas the Employee has accepted the Offer including the offer for this training subject to such conditions as specified.

B. H. T.
HEAD OF THE DEPARTMENT
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore

PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore 560 107
Page 2 of 5



Ref: HR/GAT/July

Date: 24th July 2023

Page No: 02 of 02

have been or will be offered, paid or promised, directly or indirectly, to any such person in connection with any activities conducted on behalf of the Company or relating to Company's business. You acknowledge that no officer, director, shareholder, employee or other representative of the Company has the authority to waive compliance with this prohibition

8. **Ethics:** You acknowledge that Kennametal has provided you with access to a copy of Kennametal's Code of Business Ethics and Conduct at <http://www.kennametal.com/kennametal/cr/about-us/ethics-and-compliance.html>. You agree to act in a manner that is consistent with Kennametal's Code of Business Ethics and Conduct while performing under this Agreement.
9. You are requested to report on **Monday, 24th July 2023 @ 8.30 a.m.** at the above-mentioned address.

We hope that you will utilize this opportunity and make a success of your training at Kennametal Shared Services Private Limited.

We wish you a happy learning.

Thanking you,

Yours faithfully,

 For Kennametal Shared Services Pvt Ltd,

Manu Kidave
General Manager - Human Resources.


ACCEPTANCE

I have read and understood the terms and conditions of Graduate Apprentice Training as mentioned herein. I fully agree with all the terms and conditions and accept the same and agree to abide by the same.

Name and Signature (GAT)

Abhilash
Date:

B. H. T.
HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore


PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldavanahalli Bangalore-560 107

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Arcadis Consulting India Pvt Ltd
Karia Town Centre, Hub -1, 11th Floor
Nagavara Village, Kaseba Mohli,
Bangalore North Taluk,
Bangalore-560045
www.arcadis.com

GEC/MR/UE/117/DL 110716/001914

Private and Confidential

22-Feb-23

Chaitranjali
39/A Maruti road, Basaveshwara chowk
Shahapur
India / Karnataka
585223

Dear Chaitranjali,

Offer Letter

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

You will be reporting to **Senior Engineer** in this role.

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

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

1. Emoluments & Benefits

1.1. Compensation

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

1.2. Retention Bonus

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

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

B. H. K.
HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY

PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldavanahalli Bangalore-560 107

The Retention Bonus shall be recovered in full (to the extent of the payment made) by the company if you resign from the organization on your own accord within a span of 2 years of employment.

1.3. Leave

1.3.1. You will be entitled to 22 earned leaves (EL) (prorated from the Date of joining) and 12 Sick Leaves (prorated from date of joining).

1.3.2. Apart from these you will have 8 national holidays and 2 restricted holidays

1.3.3. The Company's leave year runs from 1st Jan to 31st Dec and run in conjunction with the company accounting period. If your employment has commenced or terminates part way through the leave year, your entitlement to leave during that year will be assessed on a pro rata basis. Deductions from final salary due to you on separation of employment will be made in respect of any holidays taken in excess of entitlement.

1.4. Insurance Benefits

You will be entitled to Group Medical Coverage, Group Personal Accident and Group Term life, the Company has from time to time

2. Employment Terms and conditions

2.1. Hours of work

2.1.1. Your normal hours of work are from 9:00 am to 5:30 pm, Monday to Friday, excluding public holidays. You may be required to work additional time based on business requirements. It may not always be possible to give you notice of such a requirement.

2.1.2. You will be required to comply with any time keeping or record-keeping scheme existing or to be introduced by the Company.

2.2. Probation period

You will be on probation for an initial period of 6 months. Your performance and suitability for continued employment will be assessed by the end of the probation period.

2.3. Transfer, Start & Continuity

You will initially be posted at **Bangalore**. However, the Company may at its sole discretion, transfer or assign you to work any time from one job to another, from one post to another, from one department/section to another, owned, operated or managed by the company, or any of its associated companies inter City or India or abroad. On such transfer you will be governed by the terms and conditions of service applicable to your category of employees in the establishment to which you are transferred.

Your employment is confirmed with the SEZ unit 2 of Arcadis Consulting India Private Limited located at Ground Floor, (South West Wing), Karle SEZ Tower Hub-2, Nagavara, Hebbal, Bangalore-560 045.

[Signature]
PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Soldavanahalli Bangalore-560 107

[Signature]
B. N. T.
HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore

22-Feb-23

Annexure -1
Private and Confidential

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

Effective Date: 10-July-23

Name: Chaitranjali

Job Level: 5

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

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

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

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

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

Yours Sincerely,
For Arcadis Consulting India Pvt. Ltd.

Anuradha S

Anuradha Subramaniam
HR Director

Accepted
Signatures

Bhishwakhar

Name: Chaitranjali

Date: 28/02/2023

Principals
PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Solvedanahalli Bangalore-560 107

1AY2002002



A UNIQUE CENTRE FOR COMPETITIVE SOURCING



CHANDU K

Emp No : 1000000605

Reshma Lutherman

Issuing Authority

Chandu K.

Holder's Sign

B. K. T. DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore

PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Solvanaahalli Bangalore-560 107



KENNAMETAL
INDIA



Signature
Name

BORA PRANAYAKA

PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Siddavanhalli Bangalore-560 107

I No

10012323

Designation

GAT- MSG

11.09.23 to 10.09.24

Author *Signature* **Signatory**



1A120ME421



Offer of Employment

July 18, 2023

QI-HR1072426/2023

Mr. Kiran P,
#42, Pillhalli, Dasanapura Hobli,
Arisinakunte post, Bangalore North-562123

Dear Kiran,

Congratulations! After speaking with numerous applicants for this role, we are truly pleased to offer the position to you. Your selection is based on your accomplishments, experience and skills you possess that we value and embrace. We hope that you are equally pleased by this news and eager to get started on your new career at Quest Global, where we work every day to make the impossible possible. Your journey to becoming an integral part of our aspirational team begins today. Welcome!

1. Designation

Trainee Engineer

2. Band

1E

3. Reporting Structure

You will be reporting to the **Project Manager**.

4. Emoluments & Leave

Your annual Total Gross Salary (TGS) would be **INR 300000/- (Rupees Three Lakhs Only)**. The details of your remuneration are as detailed in Annexure – I. Your annual emolument will be inclusive of Employer's Contribution to Provident Fund. The above emolument may, however, be split up into Basic Salary, and other allowances later, without adversely affecting your total consolidated emoluments. Quest Global will deduct from your total emoluments such amounts as are required to be deducted at source under the Income Tax Act or any other applicable law for the time being in force in India

Leave

As per the rules of Quest Global in force from time to time.

M. Kumar

PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Saldayanahalli Bangalore-560 107

Quest Global Engineering Services Private Limited
CIN: U74900KA2014PTC076219

Mechanical Engg

Reg. off. Address: AEOUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN:

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

Quest-global.com



5. Medical Benefits

You will be entitled to medical insurance coverage as per the rules of Quest Global, in force from time to time.

6. Duties

You shall perform such duties and conform to such directions and instructions as may be assigned to you by Quest Global or by such officers who are placed in authority over you. The Management will be within its rights to allot you additional jobs within your department or in any other department. You will be responsible in developing a team and the business too.

7. Transfer

You will initially be posted at **Bangalore**. However, you may be transferred at any time from one job to another, from one post to another, from one Department/Section to another, from one Establishment to another, owned, operated or managed by Quest Global, or any of its associated Companies in India or abroad. On such transfer you will be governed by the terms and conditions of service applicable to your category of employees in the Establishment to which you are transferred.

8. Exclusiveness

You will be in the exclusive employment of Quest Global and will not engage yourself alone or in company with any other person in any work or business similar to, or directly in conflict with, the interests of Quest Global in any manner.

9. Address for Communication

You have stated your residential address to be:

#42, Pillhalli, Dasanapura hobli, Arisinakunte post, Bangalore north

In the event of a change in the address or contact details given by you, you shall immediately and in writing, inform the Management of the Establishment where you are posted of such change. Any communication or notice required to be forwarded to you by Quest Global shall, if such communication or notice is forwarded by post to your last residential address as per Quest Global's records and notwithstanding the return thereof by the postal authorities for any reason whatsoever, be deemed to be complete compliance by Quest Global of the requirement, if any, of so forwarding to you the said communication or notice.

10. Duty Hours

You would be required to work in shifts as advised by the Management from time to time.

Quest Global Engineering Services Private Limited

CIN: U74900KA2014PTC076219

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN:

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581 Ph: +91-80-67090000, Fax: +91-80-67093200; Email: info@quest-global.com

Quest-global.com





Annexure - I
Compensation & Benefit Details

Employee Name : Kiran P

Salary Components	Monthly (INR)	Annual (INR)
(A) Basic Salary (BS)	15000	180000
(B) House Rent Allowance (HRA)	0	0
(C) Conveyance Allowance (CA)	0	0
(D) Leave Travel Allowance (LTA)	0	0
(E) Food Coupon	0	0
(F) Telephone / Internet Allowance	0	0
(G) Other Allowance^	2805	33660
(H) GROSS SALARY(H=A+B+C+D+E+F+G)	17805	213660
(I) Employer Contribution to Provident Fund (PF)	1800	21600
(J) Employer Contribution to Gratuity	722	8664
(K) RETIREMENT BENEFITS : (K=I+J)	2522	30264
(L) Employer Contribution to Medical Insurance Premium *	673	8076
(M) Bonus / Ex-Gratia	4000	48000
(N) FIXED GROSS SALARY(FGS):(N= H+K+L+M)	25000	300000
TOTAL COST TO COMPANY (TCC) :		300000

A one-time year end completion bonus of INR 25,000 shall be paid upon successful completion of one year service with Quest Global.


HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore


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ACHARYA INSTITUTE OF TECHNOLOGY
Soldavanahalli Bangalore-560 107

Quest Global Engineering Services Private Limited
CIN: U74900KA2014PTC076219

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN:
Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

Quest-global.com

1AY20ME422

JIPL/HRD/10/2023/01

Date: 03/10/2023

LETTER OF OFFER

Dear Mr.Karthik M R,

We refer to your application for the post of **Customer Support Engineer**. We are happy to offeryou:

01. Place of Posting: The offer is for the post of **Customer Support Engineer** for **Mysore** and you will be reporting to **Mr.Antony William.S** place of posting – **Mysore**.

02. Responsibility: To achieve the set Sales & Marketing targets fixed for the area & follow systems and procedures as per company requirement. Details will be provided at the time of joining. Extensive traveling needed. Hence you have to be medically fit for local travel as well as outstation travel.

03. Salary: Salary is fixed on CTC basis (cost to company). We are offering you a gross annual salary of **RS. 4,00,000/-** (including Basic, DA, PF, HRA, Bonus, Conveyance and all allowances) (**Rupees Four Lakhs only**)

Breakup of Salary: (Gross/annum) (CTC)

Monthly Benefits

Basic	(13383 * 12)	1,60,596.00
HRA	(4015 * 12)	48,180.00
CEA	(200 * 12)	2,400.00
CHA	(600 * 12)	7,200.00
TA	(1600 * 12)	19,200.00
Spcl Allow	(4892 * 12)	58,704.00
Total	(24,690 * 12)	2,96,280.00

Annual Benefits

*Bonus	32,120.00
PF Employer Contribution	21,600.00
Fixed CTC	3,50,000.00
# Retention Pay	50,000.00
Total CTC	4,00,000.00

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Soldevanahalli Bangalore-560 107

* Retention Pay will be paid after successful completion of three years service.

IANATICS INDIA PRIVATE LIMITED

Registered Office: E-25, SIDCO Industrial Estate, Kurichl, Coimbatore - 641 021 INDIA
Tel: +91 422 2678500 Fax: +91 422 2678555 Email: janatics_ho@janatics.co.in Web: www.janatics.com
SF No. 252/1B1, Bodipalayam, Seerapalayam Village, Madukkaral Post, Coimbatore - 641 105, Tel: +91 422 2208977
PAN No: AAACJ5553C CIN No: U31103TZ1991PTC003409 GST No: 33AAACJ5553C1Z0
Marketing Offices: Ahmedabad • Bangalore • Chennai • Hyderabad • Indore • Kolkata • Mumbai • Nasik • Pune
Bhilwadi • Jaipur • Ludhiana • Noida • Rudrapur • Sonapat • Mysore

1AY20ME423



07-May-2023

[Ref: HRGCO/ARGMP-23]

Madhusudhan T

DB road,
Madhugiri,
Madhugiri - 572132
Karnataka

Dear **Madhusudhan T**,

Congratulations!

We are pleased to inform you that based on the interviews conducted, you are selected for the position of "Gr. Engg Trainee" in our organization.

You are expected to report at our Head Office, Tirupati on **12-Jul-2023**. We will further intimate you if there is change in the date of joining with us.

You will undergo training in our organization for a period of twelve (12) months.

During the period of training, you will be eligible for a total Stipend CTC of **4,00,093** per annum (**Four Lakhs Ninety Three**).

The detailed break up and description of the components of the above stipendiary package will be handed over to you with your letter of appointment on your joining our organization.

You are required to submit the following at the time of joining;

- Copies of all certificates along with originals relating to your educational qualifications and proof of date of birth which are required for verification.

Your selection as a Trainee in our Organization is on the premise that you will pass all the final academic exams and will get qualified as required. Accordingly, you will have to produce the certificates of pass to the Organization within a stipulated period which will be announced by the Organization, taking into consideration the time required for the academic exam results to be announced. In the event of failure to produce the certificates within the stipulated period, your training will automatically cease with the Organization

- Three passport size and two stamp size photographs.

B. K. RAO
HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore

H. A. S. S.
PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soledevanahalli Bangalore-560 107

[Madhusudhan T]

07-May-2023

[Ref: HRGCO/ARGMP-23]

We request you to keep in touch with Mr. Hari Prasad. T, Assistant Manager - HR at navaprathibha@amararaja.com for further correspondence and process of your joining our organization.

This appointment is valid subject to your medical fitness.

Please sign and return the duplicate copy of this offer as a token of your acceptance of this offer.

Looking forward to a long lasting and mutually rewarding relationship with you.

Welcome to Amara Raja Family!



Sekar. J

Associate Vice President - HR



I accept the terms and conditions of this offer letter.

[Madhusudhan T]

Date: _____

In case of any clarifications on offer, please feel free to contact:

Mr. Hari Prasad. T

Assistant Manager - HR

Ph #: 0877-2265000 Extn No: 7392 | M#: 99490 35482

Note: All the components mentioned in the offer will be administered as per the terms & conditions detailed in the respective policy/scheme.

1A-20ME427

AIC INFRASTRUCTURES PVT. LTD.

An ISO: 9001:2015 ISO: 14001:2015 ISO: 45001:2018 Certified Company - Reg. No. RI91/10506



Ref No.: TRAINEE/AICPL/OFFER/ 08

Date: 10.08.2023

Mr. Mohammed Faizan Shaikh
127/A1,
Vaishwada, tariwada road,
Chittakula,
Karwar, Uttar Kannada,
Karnataka-581352

Sub: Offer Letter

Dear Faizan,

We are pleased to offer you the position of **GET-Mechanical** at our **AIC Infrastructures Pvt Ltd**. You are requested to report to our Project office by **17.08.2023**.

We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following remuneration beginning on your joining date:

- **Salary:** Gross starting salary of **Rs. 18,000/-** per month, subject to tax and other statutory deductions.
- Bachelor Accommodation and Food will be provided as per company policy.
- Notice period for the separation will be one month.

This offer letter is valid till **17.08.2023**.

Please send a signed copy of this letter indicating your acceptance to join and resignation acceptance letter from your current employer to our HR Department.

Please submit the following documents to HR at the time of acceptance of your offer letter by email:

- (1) Photocopies of your Educational Certificates
- (2) Certifications, if any
- (3) Experience/ Relieving Letters
- (4) Two Colour Passport-size Photos
- (5) Latest Salary Slip from your Previous Organization
- (6) Proof of Address (Aadhar Card & Passport Copy)
- (7) NOC /Police Verification Certificate is mandatory of Airport Entry Permit.

We look forward to welcome you aboard.

Sincerely,

For AIC Infrastructures Pvt Ltd.

Authorised Signatory



B. H. V.

HEAD OF THE DEPARTMENT

Mechanical Engg

ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore

PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

Corporate Office : A-01 / 101, Krishna Apartments, Juhu Lane, Andheri (W), Mumbai – 400058

T.: 022-26708007 / 26708009

W: www.aicinfra.com

E: aic@aicinfra.com

CIN: U45400MH2014PTC259591



Letter of Intent

Date: 27-Nov-2023
Bangalore HO

Dear Mr. Nazeer Basha

Sub: Appointment as Engineer - Projects

Congratulations!

With reference to your application and subsequent interview, on 27th Nov 2023, we are pleased to offer you a full-time position as "Engineer - Projects" at Unikelvin Ventures Pvt Ltd.

In this role, you will be reporting to Mr. Prashanth, Deputy Manager of Projects and working at project locations. You are expected to join our company by 01st Dec 2023, subject to verification of documents and subsequent orientation. Upon joining, you will be expected to submit one set of all relevant documents as detailed later. In this role, you will be responsible for end-to-end purchase, planning & accounts work.

The starting annual cost to the company (CTC) will be Rs 2,40,000.00 (Rupees Two Lakh Fourty Thousand Only). Detailed salary and benefits are as indicated in the attached sheet. You will be under probation for 6 months, after which your role shall be confirmed subject to satisfactory performance.

We believe your skills and experience are an excellent match for our organization and you will be able to make a significant contribution to the success of Unikelvin Ventures and look forward to working with you.

This appointment is subject to the standard terms and conditions attached. Please sign the enclosed copy of this letter and return it to HR on the date of joining, as a token of your acceptance of the conditions of the appointment.


Sincerely,
PRINCIPAL

B. M. Acharya
HEAD OF THE DEPARTMENT
Mechanical Engg

ACHARYA INSTITUTE OF TECHNOLOGY
Soldavanahalli Bangalore-56
Bhavana B

Unikelvin Ventures Pvt Ltd


Accepted by:

Date:

Place:

UNIKELVIN VENTURES PVT. LTD.

#60/A, 1st Floor, Next to Karnataka Bank, Bommasandra Link Road, Bommasandra Industrial Area, Bangalore-560 099. Ph: 080 4377 8866
E: info@unikelvin.com | www.unikelvin.com | GST: 29AACCU2295A1ZF | PAN: AACCU2295A | CIN: U74999KA2018PTC111929.

HVAC | Modular Cleanrooms | Electrical | IBMS | Hospital OT | Cleanroom Equipment | Lab Furniture | Flooring | Interiors | Validation

11/2015/33

भारत एलेक्ट्रॉनिक्स
भारत इलेक्ट्रॉनिक्स
BHARAT ELECTRONICS
QUALITY, TECHNOLOGY, INNOVATION
(A Govt. of India Enterprise, Ministry of Defence)



PRASHANTH G

Tr.No : 836394

Category : GAPP

SBU : EM

Head of Security

B. H. V.

HEAD OF THE DEPARTMENT

Mechanical Engg

ACHARYA INSTITUTE OF TECHNOLOGY

Bangalore

Holder's Signature

PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Soldavarahalli Bangalore-560 1

1AY20ME436

SHAHI EXPORTS PVT. LTD.

CIN-U18101DL2005PTC138730

Date: 21/06/2023

Mr. Rakshith S

#155

1st main 5th cross

Andanappa layout Bagalagunte

Bangalore 560073

Dear Mr. Rakshith S,

OFFER OF EMPLOYMENT

With reference to your application and subsequent interview you had with us, we are pleased to offer you the post of "GRADUATE ENGINEER TRAINEE - I E D". You are required to report for duty within 03-07-2023 positively. In case you do not report for the duty by the time stipulated, this offer of employment shall stand automatically withdrawn.

Your emoluments:-

Cost to the Company of 300000 (Rupees Three Lac Only) per annum.

Your Place of posting will be:

SHAHI EXPORTS PVT. LTD. - UNIT - 7

SY. NO 13, 14 & 15, BELLANDUR GATE, SARJAPURA MAIN ROAD, BANGALORE - 560102.

You shall bring the following documents while reporting for duty:

- * Four passport size color photographs (with blue background).
- * Copies of certificates of education (including SSLC / Matriculation).
- * Copies of experience certificate, salary certificate/salary slip, relieving order from your previous companies.
- * Photocopy of PAN card & E-Aadhaar Card along with original which will be returned after due verification.
- * Copy of cancelled cheque in case of having any bank account across India.
- * Self attested previous employment income & TDS from former employer/s for current Financial Year.
- * Medical fitness certificate for the employment from any Registered Medical Practitioner along with blood group specification and following tests: Hb, Urine-Routine-Micro, TCDC(Total Count Differential Count), RBS(Random Blood Sugar) and ECG - Only if the age is above 30 years.

Please send the duplicate copy as acceptance of this offer of employment.

The detailed appointment letter along with the terms and conditions will be given to you at the time of reporting for duty.

The Management welcomes you to the family of SHAHI and offers you a congenial atmosphere to work in. Hope your association with us will be mutually rewarding.

Note: "If any discrepancies found in the reference check, background check or in any of the documents produced, the offer letter will be revoked, all documents to be produced within 7 days of date of joining"

Sincerely Yours

for SHAHI EXPORTS PVT. LTD.



George Varghese Madathilathu
Chief Human Resources Officer

B. K. V. →
HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore

PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Siddavanhalli Bangalore-560 107

I hereby accept the above terms and conditions of my offer of employment and I will report for the duties on

Date

738083-20230531095028/B14104

Signature

Address
Bellandur Gate, Sarjapur Main Road,
Bangalore-560102

Telephone :
+9180 28439214, 28439215, 28439357
28439486, 28439487, 28439488

Fax
+91 80 28439356

Telephone
+91 80 25732063, 25732855, 25732122

tdps is relations

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

Mr. Rakshith S Y
S/o Yogesh
#39/1, 1st Main
2nd cross, Balaji Layout garden
Near Mallige College
Huruchikkanahalli
Bengaluru-560088

TD Power Systems Limited
(CIN -L31103KA1999PLC025071)

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

Tel +91 80 229 95700 / 6633 7700
Fax +91 80 2773 4439 / 2299 5718
Mail tdps@tdps.co.in

www.tdps.co.in

Dear Rakshith S Y

Sub: - Offer for GET

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

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

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

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

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


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


Welcoming you to join us at the earliest.

Yours truly,

For TD Power Systems Limited;

Authorized Signatory


B. H. K. S.
HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore


PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

1AY20ME138

SHAHI EXPORTS PVT. LTD.

CIN-U18101DL2005PTC138730

Date: 21/06/2023

Mr. Ramu M Gotur

BCWD 69

IVARUKANDAPURA

HESARAGHATTA BENGALURU 560089

Dear Mr. Ramu M Gotur,

OFFER OF EMPLOYMENT

With reference to your application and subsequent interview you had with us, we are pleased to offer you the post of "GRADUATE ENGINEER TRAINEE - IED". You are required to report for duty within 03-07-2023 positively. In case you do not report for the duty by the time stipulated, this offer of employment shall stand automatically withdrawn.

Your emoluments:-

Cost to the Company of 300000 (Rupees Three Lac Only) per annum .

Your Place of posting will be:

SHAHI EXPORTS PVT. LTD. - UNIT - 7

SY. NO 13, 14 & 15, BELLANDUR GATE, SARJAPURA MAIN ROAD, BANGALORE - 560102.

You shall bring the following documents while reporting for duty:

- * Four passport size color photographs (with blue background).
- * Copies of certificates of education (including SSLC / Matriculation).
- * Copies of experience certificate, salary certificate/salary slip, relieving order from your previous companies.
- * Photocopy of PAN card & E-Aadhaar Card along with original which will be returned after due verification.
- * Copy of cancelled cheque in case of having any bank account across India.
- * Self attested previous employment income & TDS from former employer/s for current Financial Year.
- * Medical fitness certificate for the employment from any Registered Medical Practitioner along with blood group specification and following tests: Hb, Urine-Routine-Micro, TCDC(Total Count Differential Count), RBS(Random Blood Sugar) and ECG - Only if the age is above 30 years.

Please send the duplicate copy as acceptance of this offer of employment.

The detailed appointment letter along with the terms and conditions will be given to you at the time of reporting for duty.

The Management welcomes you to the family of SHAHI and offers you a congenial atmosphere to work in. Hope your association with us will be mutually rewarding.

Note: "If any discrepancies found in the reference check, background check or in any of the documents produced, the offer letter will be revoked, all documents to be produced within 7 days of date of joining"

Sincerely Yours

for SHAHI EXPORTS PVT. LTD.



George Varghese Madathilathu

Chief Human Resources Officer

B. N. T. S.
HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Solvedanahalli Bangalore-560 107

I hereby accept the above terms and conditions of my offer of employment and I will report for the duties on

Date

738083/20230601112442/B14111

Signature

/AYZOMEH41



SINE TECH

PLOT NO : 29F 1ST MAIN, 1ST PHASE, KIADB INDUSTRIAL AREA MALUR - 563130

PAY SLIP FOR THE MONTH OF:

AUGUST-23

Employee Name	RUDRAMUNI.S.TUPPADA	Total Working Days	31
Employee ID	ST121	Planned Leave	01
Designation	DESIGN ENGINEER	Loss OF Pay	00
Department,	DESIGN	Paid Days	30
Date of Joining	01-AUG-2023	Bank Name	CANARA BANK
UAN		Bank A/c No	08722310002598
Earnings		Deductions	
Basic Salary	₹23000	EPF	₹0.00
Dearness Allowances	₹0.00	Professional Tax	₹0.00
House Rent Allowances	₹0.00	Health Insurance/ESI	₹0.00
Conveyance Allowances	₹0.00	TDS	₹0.00
Medical Allowances	₹0.00		
Special Allowances	₹2000		
Gross Salary	₹25000	Total Deductions	0.00
Net Pay			₹25000
Amount in Words		TWENTY FIVE THOUSAND RUPEES ONLY.	

Employer Signature

Employee Signature

B. H. T. e.
HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore

H. Chellam
PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldavanahalli Bangalore-560 107

tdps is relations

Ref:TDPS:OFF:2023-24
20th July 2023

Mr. Shashank V
S/o Vinay R
#93, 11th cross Ayyappa Layout,
Mallasandra T Dasarahalli
Bengaluru-560057

TD Power Systems Limited
(CIN -L31103KA1999PLC025071)

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

Tel +91 80 229 95700 / 6655 7700

Fax +91 80 2773 4439 / 2299 5718

Mail tdps@tdps.co.in

www.tdps.co.in

Dear Shashank V,

Sub: - Offer for GET

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

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

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

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

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


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

Welcoming you to join us at the earliest.

Yours truly,

For TD Power Systems Limited;


Authorized Signatory


HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore


PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldavanahalli Bangalore-560 107

BENAKA FACILITIES AND OUTSOURCES

T. Dasarahalli Bangalore 561057 Cont No. - 9954840750

In view of Form VI Rule 29 (2) - MW (Act)

Pay Slip for the month of - JULY 2023

Employee's Name

SHIVA PRASAD M

Establishment Name

M/s. Benaka Facilities and Outsources

No. of Days

29.0

A/C No

Emp Code

8F0853

N Shift

B

IFSC

U A N

101926150793

Earnings

B

IFSC

ESI IF No

4341238921

Actual PM		Per Day	Salary Earned		Deductions	
			Rs.	Ps	Rs. Ps	
Basic + DA	18075	587	Basic + DA Pay	17034	PF @ 12%	1800
HRA	2841		HRA	2533	ESI @ 0.75%	158
N.A			N.A	500	PT	0
SPL			SPL Allowance	0	Canteen	450
Fixed Hike			Fixed Hike	0	Advance	0
Performance Hike			Performance Hike	0	Others	0
			E.L	734	Welfare Fund	0
	21050				Your Monthly accumulation towards PF	
PF @ 12%	1800				PF @ 12% Employee's - (1)	1800
ESI @ 0.75%	158				PF @ 12% Employer's - (2)	1800
P.T	0				Total - (1) + (2)	3600
Canteen	450					
Net Salary Payable	18543		Gross Pay	21088	Total Deduction	2408
			Net Salary Payable	17885		

Signature of the Employee

Signature of the In-Charge

E. H. T.

M. C. Kumar

PRINCIPAL

CHARYA INSTITUTE OF TECHNOLOGY
Sodevanahalli Bangalore-560 107

READ OF THE DEPARTMENT

Mechanical Engg

CHARYA INSTITUTE OF TECHNOLOGY
Bangalore

BENAKA FACILITIES AND OUTSOURCES

T Dasarahalli Bangalore 560057 Con No - 9984640780

In view of Form VI Rule 29 (2) - MW (Act)

Pay Slip for the month of - SEPT 2023

Employees Name SHIVA KUMAR K

Establishment Name M/s Benaka Facilities and Outsources

Emp Code BFO954

No of Days 30.0 A/C No

U A N 101606913674

N Shift 0 IFSC

ESI IP No 4941300311

10

Earnings	Actual PM	Per day	Salary Earned	Deductions	Rs. Ps
Basic +DA	18209	607	Basic + DA Pay	PF @ 12%	1800
HRA	1791		HRA	ESI @ 0.75%	158
N A			N A	PT	0
SPL			SPL Allowance	Canteen	450
Fixed Hike			Fixed Hike	Advance	0
Performance Hike			Performance Hike	Others	0
			E L	Welfare Fund	0
				Your Monthly accumulation towards PF	
PF @ 12%	20000			PF @ 12% Employee's - (1)	1800
ESI @ 0.75%	1,800			PF @ 12% Employer's - (2)	1800
P T	150			Total - (1) + (2)	3600
Canteen	0				
Net Salary Payable	450		Gross Pay 20833	Total Deduction	2406
	17600		Net Salary Payable		

Signature of the Employee

Signature of the In-Charge

B. M. K.
HEAD OF THE DEPARTMENT
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore

[Signature]
PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

1A/20ME/448

1AY20ME450



Ref: WMPL/HR-IL/062023-01

Date: 20-06-2023

Mr. Srinivas S
#43, 1st Main Road Vidhya Nagara,
Behind Kenometatl Spods Club, Bangalore
Karnataka 560073

**Sub: Letter of Intent for appointment in WAVE MECHANICS PVT. LTD as
Trainee Engineer – Engineering Department**

Dear Mr. Srinivas S,

Further to your application and subsequent interviews conducted with us, we are pleased to offer you a position as **Trainee Engineer -Engineering Department** for a period of 2 years on FTE. All other details remain the same as discussed. A formal appointment letter will be issued on the day of reporting to the office.

1. You are requested to produce the following certificates/documents, in duplicate & Original, when you report for duty:
1. Documentary evidence in proof of your date of birth
2. Documentary evidence in proof of your present and permanent address
3. Documents/Certificates in proof of your educational & professional qualifications, previous experience, etc.
4. Medical fitness Certificate (Chest Xray, PFT, Blood test (PCB/Sugar, etc), Urine test, Eye Test and General medical checkup
5. Vaccination Certificate (Covaxin/Covishield/Sputnik)
6. Relieving letter/Experience Certificate
7. Last two month or last two latest salary slip
8. Two passport size photos
9. Police verification certificate
10. Two references

The above stated document credentials shall be subject to verification for authenticity as per company policy.

This Letter of Intent is valid for 2days from the date of issuance of LOI for confirmation of date of joining the company

We welcome you to the KAHM family and wish to have a long relationship with you.

With best regards,

Devika. A

Corporate General Manager – Legal & HR

HEAD OF THE DEPARTMENT

ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore

PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

PN: The above-mentioned document credentials are subject to verification as per company policy.

No. V-3, 1st Main Road, 1st Stage, Peenya Industrial Estate, Bangalore - 560058 Karnataka, India

CIN No. U32109KA2001PTC029752 | GST No. 29AAACW3621J1Z8

Tel/Fax +91-80-2839-8492 / 93 / 97 / 98 | Web: www.wave-mechanics.com

To,

Mr. Shiva Kumar V
S/o Virupanna
T. Begur Nelamangala Taluk
Bangalore Rural,
Karnataka-562123

Contact Number: 9663463702

Dear Shiva Kumar,

Subject: Engaging Graduate Apprentice as per the Apprenticeship Act

This has reference to your application dated August 21st, 2023, for Apprenticeship in our Company and the subsequent interactions you had with us.

We are pleased to inform you that you have been selected as "Graduate Apprentice Trainee" under the Apprenticeship Act, 1961 on the following terms and conditions:-

1. Your training will commence with effect from August 21st, 2023 and ends on August 20th, 2024.
2. The training will be provided in Blesse Units located in Bengaluru/Bengaluru Rural. In order to give you wider exposure during training, you may be transferred to any other section or department in the same Company or you may be transferred to any other Company (existing or which may be set up in future) under the same management anywhere in the country.
3. During the period of training, you will be paid a sum of Rs.15,000/- (Rupees Fifteen Thousand Only) per month as Stipend.
4. During the period of training, you will follow the instructions of the Officer-in-charge, maintain the details of your training and submit training completion reports on a monthly basis to the Training Coordinator.
5. On successful completion of 1 year Apprenticeship training you will be paid one-time amount of Rs.15,000/- as "Training Completion Bonus".
6. Un-authorized absence will be viewed seriously and subject to termination of your contract.
7. You are required to follow the safety norms without fail.
8. You and your family will be given coverage under the "Group Mediclaim Policy (Hospitalisation Benefit)" as per Company's terms & conditions. The coverage is applicable for you and your dependent parents only.

WE HEREBY CERTIFY THAT YOU HAVE BEEN SELECTED FOR THE ABOVE TRAINING AND CONDITIONS AND YOU ARE TO ADHERE TO THEM.

Blesse Manufacturing Co. Pvt. Ltd.

CIN: U25299KA2006PTC038415

Head Office:

Survey No. 37 and 469, Jakkasandra Village,

Bondelapalle Road, Nelamangala Taluk,

Bangalore Rural District - 562 123,

Karnataka, INDIA.

Ph: +91 80 42469800

E-mail: info@blesseindia.com

Website: www.blesseindia.com

Main Unit:

Survey No. 28/1 and 28/2,

Naguru Village,

Hazari Road, Basanapura

Hobli, Bengaluru North

Taluk - 562 123,

Karnataka, INDIA.

Ph: +91 80 49259700

HEAD OF THE DEPARTMENT

PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli, Bangalore-560 107

Page 1 of 2



9. You will be given coverage under the "Group Personal Accident Insurance" scheme as per Company policy.
10. The training plan /contents applicable for the period of apprenticeship training is provided in the Annexure 1. You will undergo all kinds of tests/exams, practical evaluation sessions during this period.
11. You are required to bring the following documents at the time of reporting:

- a) 4 Passport size photos
- b) Address Proof Photo ID card
- c) Photo copy of SSLC and Provisional Certificate of Diploma or Graduation
- d) Declaration Form

We hope that you will utilize this opportunity and make a success of your training at BIESSE Manufacturing Company Private Limited.

We wish you a happy learning.

Yours faithfully,

For BIESSE MANUFACTURING COMPANY PRIVATE LIMITED,


SHEKHAR GN.
GENERAL MANAGER - HR & ER



1AY20ME455



PFH

PRIVATE UNIVERSITY
of Applied Sciences

ZULASSUNGSBESCHEID CONFIRMATION OF ACCEPTANCE

Die PFH Private Hochschule Göttingen, Weender Landstraße 3-7, 37073 Göttingen sowie Hansecampus Stade, Airbus-Straße 6, 21684 Stade ist eine vollakkreditierte und nach dem niedersächsischen Hochschulgesetz staatlich anerkannte Hochschule.

PFH Private University of Applied Sciences Göttingen, Weender Landstraße 3-7, 37073 Göttingen and Hansecampus Stade, Airbus-Straße 6, 21684 Stade is a fully accredited and state-recognised university according to the Higher Education Act of Lower Saxony, Germany.

Hiermit wird die Zulassung von Varun Gara, geboren am 20.06.2001, zum englischsprachigen Vollzeit-Master-Studium Industrial Engineering bestätigt. Varun Gara erfüllt alle Zulassungsbedingungen für das Studium und hat ausreichende Englischkenntnisse nachgewiesen.

This is to certify that Mr. Varun Gara, born on 20.06.2001, has been unconditionally accepted into the full-time, English-taught programme Industrial Engineering. Mr. Varun Gara fulfils all the requirements for the programme and has provided proof of sufficient English language skills.

Die Regelstudienzeit beträgt 24 Monate und beginnt am 01.10.2023.

The regular study period is 24 months and starts on 01.10.2023.

Ferner wird bestätigt, dass für den erfolgreichen Abschluss dieses Studienprogrammes die physische Anwesenheit auf dem Campus ab Studienbeginn dringend empfohlen und spätestens ab dem 15.04. (für das Sommersemester) bzw. ab dem 15.10. (für das Wintersemester) erforderlich ist.

This is also to confirm that to successfully complete this study programme physical presence on campus is strongly recommended from the start of the programme and mandatory from 15.04. (for the summer semester) or 15.10. (for the winter semester).

Göttingen, 18.07.2023

Ziqian Zhang

Ziqian Zhang
International Admission

~~HEAD OF THE DEPARTMENT~~
Mechanical Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore

H. C. Kumar

PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Soldavanahalli Bangalore-560 107

1AY20ME459



Suprajit Engineering Limited

Unit 9: (100% EOU) #101, Bommasandra Industrial Area,

Bengaluru - 560 099. Tel: +91-80-43421100 Fax: +91-80-2788279

E-mail: Info@suprajit.com Web: www.suprajit.com

Corporate Identity Number (CIN): L29199KA1985PLC008934

Date : 22nd September 2023

Mr. Yogesh M
S/O: Manju T R, 9th cross Narasegowda
Building, Rajeshwari nagar, Laggere,
Bangalore North, Bangalore,
Karnataka - 560058
Mob: 7996481186
Mail: yogi73977@gmail.com

Dear Yogesh,

Sub : Employment Offer.

This has reference to the various meeting and discussion you had with us. We are pleased to inform that you have been selected for the position of "Graduate Engineer Trainee - NPD" at Suprajit Engineering Limited, Unit - 9 #100 & 101, Bommasandra Industrial Area, Bengaluru 560099. Your reporting officer will be Mr. Naveen C.S, Deputy Manager - R And D. You are requested to join the duty on or before 23rd September 2023.

Your compensation and benefits will be as discussed and agreed upon during our meeting. A detailed appointment order confirming the compensation and benefits and other employment service terms and conditions will be issued to you at the time of your joining.

Please bring the following documents (hard copy) at the time of reporting for duty

1. One copy of all your educational qualification certificates & marks sheets.
2. 3 Nos. of recent passport size photographs.
3. Identity Proof - Aadhar Card and PAN Card.
4. Relieving letter from your current employer.
5. Vaccination Certificate.

Kindly sign a duplicate copy of this letter for having accepted the offer.

We welcome you to "Suprajit Family" and wish you all the best.

Thank you.

Yours faithfully

For Suprajit Engineering Limited

H.R. Badarinarayana
Vice President - HR

HEAD OF THE DEPARTMENT

ACHARYA INSTITUTE OF TECHNOLOGY

PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107