



**Warm Welcome**

**Name:** Megha L

**Applicant ID:** 3456

**Mailing Address:** meghadimp022@gmail.com

**Sub: Letter of Appointment**

Dear **Megha**,

We are pleased to make an offer of employment on behalf of Sasken Technologies Limited (formerly known as Sasken Communication Technologies Ltd) (hereinafter referred to as '**Sasken**' or the '**Company**' as the context may require), on the following terms and conditions:

**Designation:** ASSOCIATE SOFTWARE ENGINEER

**Band:** GT

**Date of Joining:** 01 August 2022

**Location:** Bangalore

You will be reporting to **V Madhusudana D Rao**

**Total Compensation:** Your Total Compensation will be Rs. **509,893.00** per annum. The salary structure is described in the Salary Stack Up Sheet (**Annexure-1**). For the relocation benefits you are entitled to refer Annexure-2.

Your individual remuneration is a confidential matter purely between yourself and the company and has been arrived at based on the role/job, skill specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

**Other Benefits:** You will be eligible for the following

1. Leave, holidays and working hours as applicable to your category of employees and location of posting.
2. Perquisites, if any, as applicable to your category of employees and/ or based on functional requirements as determined by the company
3. Group Medical Insurance coverage, Group Personal Accident and Life Insurance coverage. Sasken encourages all employees to opt for Sasken Mediclaim Policy mandatorily. We also encourage employees to ensure that they have their immediate family covered under the policy.  
Employees may be allowed to opt out of the insurance cover for themselves, if they provide proof of their coverage in other Mediclaim Insurance Policy or as per the Medical Insurance policy conditions. The Insurance premium may vary each year and will be communicated to the employees during the renewal of the policy.
4. Participate in the company Provident Fund Scheme as per the rules and policies applicable to your category of employees

Total = 5 students.

HCL Company

23 24 25 26  
25

The below students have been selected for the opportunity with HCL, please communicate to the respective students on his/her selection with HCL.

S.No	Student Name	Email	Graduation College	Graduation Specialization
1	Akshara Ashok Rai	akshararai1234@gmail.com	AJ institute of engineering and technology	Electronics and communication
2	prarthana Shenoy	prarthanashenoy.tth@gmail.com	Amruta Institute Of Engineering Management Science	Computer Science And Engineering
3	Sindhu.p	sindhup781@gmail.com	Amruta institute of engineering and management science	Computer science
4	Chaitra M Hokrani	chaitrahokrani4017@gmail.com	Angadi institute of technology and management	Electronics and communication engineering
5	Shreyas Narayan Vithalkar	shreyasvithalkar272@gmail.com	Angadi Institute of Technology and Management Belagavi	Computer Science and Engineering
6	Parameshwaribv 27@gmail.com	parameshwaribv27@gmail.com	APS college of Engineering	Computer science and Engineering
7	Archana Gowda	archanarg4u@gmail.com	Kle college of engineering and technology chikodi	Electronics and Communication
8	Aruna S	arunaselvam003@gmail.com	Atria Institute Of Technology	Information Science and Engineering
9	Meghana	meghanapattar30426@gmail.com	Bapuji institute of engineering & technology, Davangere	Electronics & Communication
10	Soubhagya	soubhagyametri333@gmail.com	Bapuji institute of engineering and technology	Electronics and communication
11	Chiranjeevi Gowda	chiranjeevigowda2020@gmail.com	BGS Institute of Technology	Electronics and Communication Engineering
12	Mithan M R	mithunm9449301@gmail.com	BGS Institute of Technology	Electronics and communication
13	Kavyashree N	kavyashreen27042001@gmail.com	BGS Institute Of Technology	ECE
14	Chaithanya K J	chaithanyakj2001@gmail.com	BGS Institute of Technology	Computer science and engineering
15	Arpitha K J	arpithashetty16kj@gmail.com	BGS institute of technology, bg nagar	Information Science and Engineering
16	Swapna Gavali	swapnagavali7@gmail.com	BLDEA's V P Dr PG Halakatti College of Engineering & Technology	Electronics and Communication
17	RAMYA B L	ramyasagarbl012@gmail.com	Brindavan college of engineering	CSE
18	Narahari Achar	narahari.18ec091@cambridge.edu.in	Cambridge Institute of Technology	Electronics and Communication Engineering
19	Shilpa K R	shilpakr241@gmail.com	Channabasaveshwara institute of	Electronics and

10	PRAJNA B R	<a href="mailto:prajnarajeev@gmail.com">prajnarajeev@gmail.com</a>	JSSATE B	CSE
11	Chinmay ee V Bhat	<a href="mailto:chinmayeevbhat@gmail.com">chinmayeevbhat@gmail.com</a>	JSSATEB	ECE
12	Fariya N	<a href="mailto:fariya2700@gmail.com">fariya2700@gmail.com</a>	K S institute of Technology	CSE
13	Pooja s	<a href="mailto:shivraj.pooja61@gmail.com">shivraj.pooja61@gmail.com</a>	K S Institute Of Technology	ECE
14	Bhashya m Keerthikumar	<a href="mailto:bhashyamkeerthikumar@gmail.com">bhashyamkeerthikumar@gmail.com</a>	K S School Of Engineering And Management	CSE
15	Gayana H G	<a href="mailto:gayanahg2000@gmail.com">gayanahg2000@gmail.com</a>	K S School of Engineering and Management	CSE
16	Srividya H.R.	<a href="mailto:srividya21@gmail.com">srividya21@gmail.com</a>	K.S. Institute of Technology	CSE
17	Harsh Sharma	<a href="mailto:harshblue9204@gmail.com">harshblue9204@gmail.com</a>	KSIT	ECE
18	LIKHITH N	<a href="mailto:likhithn051@gmail.com">likhithn051@gmail.com</a>	Kalpataru Institute of Technology	ISE
19	Kavya K	<a href="mailto:kavyak9743@gmail.com">kavyak9743@gmail.com</a>	Kalpataru institute of technology	ECE
20	Ranganathaswamy Y S	<a href="mailto:ranganathswamyys@gmail.com">ranganathswamyys@gmail.com</a>	Kalpataru Institute Of Technology	ECE
21	Sudeep Kamatagi	<a href="mailto:sudeepsk122000@gmail.com">sudeepsk122000@gmail.com</a>	KLECET	ECE
22	SHIVAPRASAD S BANNATI	<a href="mailto:shivaprasadsb99@gmail.com">shivaprasadsb99@gmail.com</a>	KLE COLLEGE OF ENGINEERING AND TECHNOLOGY, CHIKODI	ECE
23	Nandini patil	<a href="mailto:nandinipatil8258@gmail.com">nandinipatil8258@gmail.com</a>	KLE Dr MS Sheshgiri college of engineering and technology Belagavi	EEE
24	Deepa D Kajagar	<a href="mailto:deepadk99@gmail.com">deepadk99@gmail.com</a>	KLE Dr M S Sheshgiri college of engineering and technology	CSE
25	Tulsi A Nadgir	<a href="mailto:tulsianadgir@gmail.com">tulsianadgir@gmail.com</a>	KLE Institute of Technology	ISE
26	Shivani S Kabbe	<a href="mailto:shivaniskabbe28@gmail.com">shivaniskabbe28@gmail.com</a>	KLE Institute of Technology	ISE



40	D. Shirisha	shirishad1408@gmail.com	Sir M. Visvesvaraya Institute Of Technology	Electronics and Telecommunication
41	Sushma	sushmakulkarni83269@gmail.com	Sir M. Visvesvaraya institute of technology	Computer science
42	Rohith R	rohith.2650@gmail.com	SJB INSTITUTE OF TECHNOLOGY	COMPUTER SCIENCE AND ENGINEERING
43	Sneha T	snehagowdaa13@gmail.com	SJB Institute of technology	Computer science and engineering
44	Sahana Mudigoudar	sahanamudigoudar1@gmail.com		
45	Y R BHAVANA	bhavanareddy2404@gmail.com		
46	Jyoti B Guledagudda	joylight2000@gmail.com	Smt . Kamala and Sri Venkappa M . Agadi college of Engineering and Technology , Lakshmeshwar	Electronics and communication75
47	Mohammed Akhil	mdakhil784@gmail.com	Dr. T. Thimmaiah Institute of Technology	Computer Science and Engineering
48	Vinay KB	vinaykumarhrr8867@gmail.com	GM Institute of technology	Computer science and engineering
49	Megha N	megha29052001@gmail.com	GMIT	ECE
50	Rudresh M N	rudreshmn7274@gmail.com	GM Institute of Technology	Computer Science and Engineering
51	Chandrika S R	chanduchandrikasr@gmail.com	GM Institute of technology	Information science and engineering
52	AAMIR MAQBOOL	aamir_18cs001@mit.ac.in	GM INSTITUTE OF TECHNOLOGY	CSE
53	Bhagyashree S Math	bhagyashreemath772@gmail.com	Jain College of engineering belagavi	Electrical and electronics engineering
54	Gautham S G	gauthamsg3011@gmail.com	Jawaharlal Nehru National College of Engineering	Electronics and Communication
55	Pramod R	pramodparam24@gmail.com	JNNCE	
56	Marigoli Sangeeta Mahabaleshwar	sangeetamarigoli713@gmail.com	JSS Academy of Technical Education	Electronics and Communication
57	Raghav G	ragavgsm21@gmail.com	JSSATE	Ece
58	Varshitha M S	varshitha942000@gmail.com	Jss academy of technical education Bangalore	Information science and engineering
59	Harsha K S	harshaksrinivas@gmail.com	Jyothy Institute of technology	Computer science and engineering
60	Likith B P	likithbp456@gmail.com	Kalpataru Institute of Technology	Cse



131	Nisarga S M	nisargasm1@gmail.com	Vidyavardhaka College of Engineering	CSE
132	Divyashree t	divyashree6953@gmail.com	Yenepoya Institute of technology	ECE
133	Venkatesh C	venkateshc2102@gmail.com	Yenepoya Institute Of Technology	ECE
134	PRAKRUTHI S H	prakruthi078@gmail.com	K S institute of technology	ECE
135	<del>Tanu S V</del>	radatanu@gmail.com	Kalpataru institute of technology	CSE
136	Veena S Wali	veenaswali715@gmail.com		
137	Srushti Patil	srushtipatil386@gmail.com	Poojya Dodappa Appa College of Engineering	ECE

**Important Points:**

1. CTC offered : INR 3.65 LPA
2. Selected Candidates should be willing to work on any assignment assigned by HCL Technologies including 24\*7 operations and Shifts, willing to learn
3. Selected Candidates should be Willing to work in any location within India or abroad as assigned by HCL Technologies
4. Service Agreement for 24 Months (as applicable) In case they leave before completing 24 months, they are liable to pay 1.25 lakh to the organization
5. Probation Period will be of 12 Months

**Please Note:**

Their Joining with HCL is subject to BGV Clearance Re-hire Policy (in case applicable) and Eligibility criteria as follows :

1. Minimum 75% throughout in academics (10th, 12th/Diploma & Graduation) & no Backlogs
2. B E/B. Tech Graduation passing Year 2022 & Specialization in Circuit Branch only

Total = 8 students

~~27~~ to ~~34~~

**Below students selected in csr drive..**

● Destination Technologies..

Bhumika G — 1

LIKHITH N — 2

Manoj B J — 3

Ranganathaswamy Y S — 4

SANJAY MURTHY — 5

● Taslima naaz — 6

Varsha RC — 7

Vidya L — 8 ✓

Google

tequedlabs@gmail.com

Compose

Inbox

Starred

Snoozed

Unsent

Sent

Drafts

Categories

Social

Updates

Meet

New meeting

Join a meeting

Hangouts

Kalpataru

geonitoss

Free on - 10/10

Thanks & Regards

Tequed Labs

He, S.

We have completed all the rounds and below is the list of candidates who have been selected

NAGESH TK	TK118CS042	✓
Pragathi H C	TK118IS020	✓
Priyanka D N	TK118IS023	✓

Thanks & Regards

Tequed Labs

...

KIT\_Placement

Dear Mr. Supreeth,

Greetings from Kalpataru Institute of Technology, Tumkur

Total = 3 students

25, 26, 27



Date: 04/27/2022

Nagesh T K,  
Nagesh Tk S/O Ts Kallesh, Matha Krupa,, Raghavendra Temple Road, Kote  
Tiptūr, 572201  
India

**Subject: Training Letter**

Dear Nagesh,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee** at **Nagarro**.

You are requested to join us on or before 05/02/2022. During the period of training, you would be paid a stipend of **10,000** /- per month.

The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance.

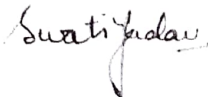
We welcome you to a pursuit of excellence with **Nagarro**.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)
- Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)
- Five Passport size photographs

Yours Sincerely,

For Nagarro Software Pvt. Ltd.



Swati Yadav  
Director



Date: 04/27/2022

Manoj B J,  
Ashok Nagar Sajjan Raj Badavane, Birur  
Birūr, 577116  
India

**Subject: Training Letter**

Dear Manoj,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee** at **Nagarro**.

You are requested to join us on or before 05/02/2022. During the period of training, you would be paid a stipend of **10,000** /- per month.

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- **Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five Passport size photographs**

Yours Sincerely,

For Nagarro Software Pvt. Ltd.

Swati Yadav  
Director



**Date:** 04/27/2022

Shambhavi CH,  
#735 8Th Main Kr Extension, Near Church Compound  
Tiptur, 572201  
India

**Subject: Training Letter**

Dear Shambhavi,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee at Nagarro**

You are requested to join us on or before 05/02/2022. During the period of training, you would be paid a stipend of **10,000 /-** per month.

The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance.

We welcome you to a pursuit of excellence with **Nagarro**.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five Passport size photographs**

Yours Sincerely,

**For Nagarro Software Pvt. Ltd.**

Swati Yadav  
Director



Date: 04/27/2022

Bhumika G,  
#B3, Doordarshan Staff Quatres,, Vidyanagar  
Shimoga, 577203  
India

**Subject: Training Letter**

Dear Bhumika,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee** at **Nagarro**

You are requested to join us on or before 05/02/2022. During the period of training, you would be paid a stipend of **10,000** /- per month.

The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance.

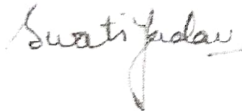
We welcome you to a pursuit of excellence with **Nagarro**.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)
- Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)
- Five Passport size photographs

Yours Sincerely,

For Nagarro Software Pvt. Ltd.



Swati Yadav  
Director



Date: 04/27/2022

Jahnvi A S,  
#06, D/O Satyanaryan G Near General Hospital, Annapura Halepalya Post Tiptur  
Tiptur, 572201  
India

**Subject: Training Letter**

Dear Jahnvi,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee at Nagarro**

You are requested to join us on or before 05/02/2022. During the period of training, you would be paid a stipend of **10,000** /- per month.

The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance.

We welcome you to a pursuit of excellence with **Nagarro**.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five Passport size photographs**

Yours Sincerely,

For Nagarro Software Pvt. Ltd.

Swati Yadav  
Director



**Date:** 04/27/2022

I Prajwal,  
Prajwal I S/O Indresh K N , Behind Veerabhadra Swamy Temple,, Marangere  
Karnataka, 572201  
India

**Subject: Training Letter**

Dear I,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee** at **Nagarro**.

You are requested to join us on or before 05/02/2022. During the period of training, you would be paid a stipend of **10,000** /- per month.

The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance.

We welcome you to a pursuit of excellence with **Nagarro**.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five Passport size photographs**

Yours Sincerely,

**For Nagarro Software Pvt. Ltd.**

Swati Yadav  
Director



**Subject: Training Letter**

Swati Yadav  
Director

30/12/21

To,  
Shilp LB  
6363017695  
Dept of Electronics and Communications  
Engineering  
Kalpataru Institute of Technology  
**Sub: Letter of Intent: Technology Training and Placement under CSR**

Dear Shilp LB

We are pleased to inform you that you have been selected for **CSR-Incubation batch of Technology Training and Placement** which is of free of cost for merit students.

By Palle Technologies, Bangalore.

**The program will begin on 10<sup>TH</sup> Jan 2022 and will complete on 31<sup>ST</sup> April 2022 The Mode of Training will be Online – Using Zoom App.**

**The Training will be conducted every day between 6:30 PM to 8 PM.**

During this Program you will be having Technology Training

1. Monday to Friday – Training, and Saturday Evaluation & interview preparation.

Program features:

1. Aptitude & reasoning training
2. Technology training on Java, OOPs, sql, Web Technologies, & Python
3. Assignments – coding & aptitude
4. System tests on regular basis
5. Coding interview preparation
6. Mock technical interviews
7. Mock HR interviews
8. We will schedule unlimited number of interviews with our esteemed clients with packages starting from 2.4 LPA to 6 LPA until student gets placed
9. Course Completion Certificate will be provided after the successful completion of the Technology training
10. If student misses any one class during training period, then student will be dropped from the program and will not be eligible for free training and placements.
11. If student has not attended any interview scheduled by Palle Technologies, then student will be disqualified from the program and will not be eligible for free training and placements.

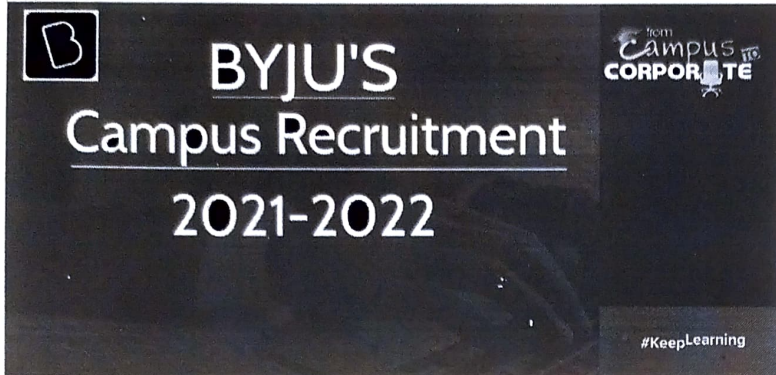
## BYJU'S CAMPUS 2022 DRIVE RESULT - KALPATARU INSTITUTE OF TECHNOLOGY

Byjus Campus &lt;campus@byjus.com&gt;

To: placement.kit@gmail.com

Tue, Jan 4, 2022 at 10:2

Cc: sabiya shaikh &lt;sabiya.shaikh@byjus.com&gt;, samridhhi gupta &lt;samridhhi.gupta@byjus.com&gt;



Hello

Greetings from Byju's.

Please find below the result for the Virtual campus drive held with KALPATARU INSTITUTE OF TECHNOLOGY

**A total of 01 student have been selected at BYJU'S – The Learning App.**

Please note that an individual portal registration link and steps on how to register will be shared on their registered mail ids. The details with respect to offer letter, training and onboarding will only be discussed towards the end of course completion.

Abhishek Deshapande	deshapandeabhi81@gmail.com	7338348401	KALPATARU INSTITUTE OF TECHNOLOGY	BDT
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Heartiest Congratulations and we look forward to getting them on-boarded at BYJU'S.

Also, for smooth onboarding of the aforementioned candidates, please ensure that they are blocked for Byju's.

Please ensure they are withdrawn from all other processes and do confirm by reverting to this mail on offer acceptance of the selected candidates

The future BYJUites will have few engage sessions "BYJU'S ENGAGE" with our team to create a bond and bring them on speed with the ecosystem, culture and progress of our company. The details and schedules for the same will be communicated well in advance.

Please consider the environment before printing this mail

The information contained in this e-mail is private & confidential and may also be legally privileged. If you are not the intended recipient of this mail, please notify us, preferably by e-mail, and do not read, copy or disclose the contents of this message to anyone. Whilst we have taken reasonable precautions to ensure that any attachment to this e-mail has been swept for viruses, e-mail communications cannot be guaranteed to be secure or error free, as information may be corrupted, intercepted, lost or contain viruses. We do not accept liability for such matter or their consequences



**BYJU'S CAMPUS 2022 DRIVE RESULT- KALPATARU INSTITUTE OF TECHNOLOGY**

Byjus Campus &lt;campus@byjus.com&gt;

To: placement.kit@gmail.com

Cc: Shivani Suhas &lt;shivani.paranjape@byjus.com&gt;

Fri, Jan 14, 2022 at 12:29 PM

image.png

Hello

Greetings from Byju's!

Please find below the result for the Virtual campus drive held with- **KALPATARU INSTITUTE OF TECHNOLOGY****A total of 01 students have been selected at BYJU'S – The Learning App.**

Please note that an individual portal registration link and steps on how to register will be shared on their registered mail ids. The details with respect to offer letter, training and onboarding will only be discussed towards the end of course completion.

SAHANA HJ	sahanajagadeesh06@gmail.com	7022931231.00	KALPATARU INSTITUTE OF TECHNOLOGY	Academic Specialist
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Heartiest Congratulations and we look forward to getting them on-boarded at BYJU'S.

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Warm Regards

**TEAM BYJU'S**

Please consider the environment before printing this mail

The information contained in this e-mail is private & confidential and may also be legally privileged. If you are not the intended recipient of this mail, please notify us, preferably by e-mail; and do not read, copy or disclose the contents of this message to anyone. Whilst we have taken reasonable precautions to ensure that any attachment to this e-mail has been swept for viruses, e-mail communications cannot be guaranteed to be secure or error free, as information can be corrupted, intercepted, lost or contain viruses. We do not accept liability for such matter or their consequences

BYJU'S CAMPUS 2022 DRIVE RESULT - Kalpataru Institute Of Technology

Byjus Campus <campus@byjus.com>

Fri 5/13/2022 5:35 PM

To: Placements KIT <placements@kittipat.ac.in>

Cc: sabiya shaikh <sabiya.shaikh@byjus.com>; samriddhi gupta <samriddhi.gupta@byjus.com>

Hello

Greetings from Byju's.

Please find below the result for the Virtual campus drive held with Kalpataru Institute Of Technology

**A total of 01 student have been selected at BYJU'S – The Learning App.**

Please note that an individual portal registration link and steps on how to register will be shared on their registered mail ids. The details with respect to offer letter, training and onboarding will only be discussed towards the end of course completion.

Anil Kumar D M	ajanilvgma0502@gmail.com	9480384850	Kalpataru Institute Of Technology	ATP
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Heartiest Congratulations and we look forward to getting them on-boarded at BYJU'S.

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The information contained in this e-mail is private & confidential and may also be legally privileged. If you are not the intended recipient of this mail, please notify us, preferably by e-mail; and do not read, copy or disclose the contents of this message to anyone. Whilst we have taken reasonable precautions to ensure that any attachment to this e-mail has been swept for viruses, e-mail communications cannot be guaranteed to be secure or error free, as information can be corrupted, intercepted, lost or contain viruses. We do not accept liability for such matter or their consequences

HARMAN

Harman Connected Services Corporation India Pvt. Ltd

No.3 & 3A, EOIZ Industrial Area, Survey No. 85 & 86

Sadaramangala Village, Krishnarajapuram Hobli

Bangalore-560066, Karnataka, India

T +91(80)3307 1000

E +91(80)3307 2000

59  
01  
HARMAN  
SAMSUNG

Don't forget to follow HARMAN on Social media **#harmanconnectsme**

07-Feb-2022

**Sub: Offer of Employment**

Dear Nandini K R

Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd, Bangalore.**

We are delighted in offering you an employment opportunity as **Associate Engineer - Product Development** with **Harman Connected Services Corporation India Pvt. Ltd, Bangalore.**

Further, "**Company**" for all purposes in this document shall mean **Harman Connected Services Corporation India Pvt. Ltd, Bangalore** and or its Affiliates, where the context may so require.

**Following are the terms and conditions associated with your employment:**

- You will receive a fixed compensation package of **500,000/-** per annum. The breakup of the compensation and benefits applicable to you is as per annexure 2.
- You will receive a one-time Joining Bonus of Rs. 50,000/- paid out in 2 equal instalments. The first instalment of Rs. 25,000/- is to be paid along with salary payable for your sixth month, and the second instalment of Rs. 25,000/- is to be paid along with salary payable for your twelfth month.
- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- Your initial place of posting will be in **Harman Connected Services- Bangalore Campus.**
- You will report to the **Business Unit / Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills – specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- Your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non- compete obligations or other restrictive clauses of any nature whatsoever with any previous employer/s.)
- This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before October 1, 2022. Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.

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Harman Connected Services Corporation India Pvt. Ltd  
No.3 & 3A, EOIZ Industrial Area, Survey No. 85 & 86  
Sadaramangala Village, Krishnarajapuram Hobli  
Bangalore-560066, Karnataka, India  
☎ +91(80)3307 1000  
✉ +91(80)3307 2000



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05-Feb-2022

**Sub: Offer of Employment**

Dear Thanushree S

Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd, Bangalore.**

We are delighted in offering you an employment opportunity as **Associate Engineer - Product Development** with **Harman Connected Services Corporation India Pvt. Ltd, Bangalore.**

Further, "**Company**" for all purposes in this document shall mean **Harman Connected Services Corporation India Pvt. Ltd, Bangalore** and or its Affiliates, where the context may so require.

**Following are the terms and conditions associated with your employment:**

- You will receive a fixed compensation package of **500,000/-** per annum. The breakup of the compensation and benefits applicable to you is as per annexure 2.
  - You will receive a one-time Joining Bonus of Rs. 50,000/- paid out in 2 equal instalments. The first instalment of Rs. 25,000/- is to be paid along with salary payable for your sixth month, and the second instalment of Rs. 25,000/- is to be paid along with salary payable for your twelfth month.
  - Your Date of Joining will be **21 MAR 2022.**
  - You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
  - Your initial place of posting will be in **Harman Connected Services- Bangalore Campus.**
  - You will report to the **Business Unit / Function Head** or his/her nominee.
  - Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills – specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
  - Your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non- compete obligations or other restrictive clauses of any nature whatsoever with any previous employer(s.)
  - This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before October 1, 2022. Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.
  - If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
  - It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.
- 
- Company has different Business Units and you may be transferred within or across Business Units based on the requirement of Company. Please note you may also be transferred to any location and may be required to work in different shift timing as per the business requirements.
  - Your designation may be changed depending on the work assigned to you at the discretion of the Company.

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SAMSUNG

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7-Feb-2022

**Sub: Offer of Employment**

**Dear Rachana B E**

Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd, Bangalore.**

We are delighted in offering you an employment opportunity as **Associate Engineer - Product Development** with **Harman Connected Services Corporation India Pvt. Ltd, Bangalore.**

Further, "**Company**" for all purposes in this document shall mean **Harman Connected Services Corporation India Pvt. Ltd, Bangalore** and or its Affiliates, where the context may so require.

**Following are the terms and conditions associated with your employment:**

- You will receive a fixed compensation package of **500,000/-** per annum. The breakup of the compensation and benefits applicable to you is as per annexure 2.
- You will receive a one-time Joining Bonus of Rs. 50,000/- paid out in 2 equal instalments. The first instalment of Rs. 25,000/- is to be paid along with salary payable for your sixth month, and the second instalment of Rs. 25,000/- is to be paid along with salary payable for your twelfth month.
- Your Date of Joining will be **7 Apr 2022.**
- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- Your initial place of posting will be in **Harman Connected Services- Bangalore Campus.**
- You will report to the **Business Unit / Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills – specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- Your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non-compete obligations or other restrictive clauses of any nature whatsoever with any previous employer/s.)
- This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before October 1, 2022. Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.

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Harman Connected Services Corporation India Pvt. Ltd. Formerly Symphony Teledata Corporation India Pvt. Ltd.  
CIN: U72200IN2002PTC000417 Web site: www.harman.com

**HARMAN INTERNATIONAL (INDIA) PRIVATE LIMITED**

Salarpuria Sattva Knowledge Court  
Office-I, Wing 'A' & 'B' 6th floor, Plot No. 9, Phase I,  
Doddenakkundi Industrial Area, Bearing Khata Sl. No. 299 old No.62,  
Situated at Survey No. 77, Doddenakkundi Village, K.R. Puram Hobli,  
Bangalore East Taluk, Bangalore -560048, Karnataka.  
Tel : +91.80.4330.6300 ; Fax : +91.80.4097.6806  
Web : [www.harman.com](http://www.harman.com)



**Feb 3, 2022**

**Ms. Shubha S**

**Chikkottigehalli Rangapura Post Tiptur taluk , Tumkur district Karnataka 572202**

**Dear Shubha S,**

We are pleased to offer you an opportunity to join us as an employee of Harman International (India) Private Limited ("Harman India" or the "Company") located at our **Bangalore** office.

Your designation will be **Associate Engineer,SW**. You will be in **Grade 9**. Your Initial place posting will be **HARMAN India – Bangalore**.

**Compensation:** Your Annual Total Pay will be **INR 5,00,000/-**. Your remuneration package includes your Basic Salary and various Allowances as per the Company compensation guidelines. A summary breakup of the components in your remuneration package has been provided in the Annexure. Your compensation will be subject to deduction of tax at source as per statutory regulations.

**Joining Bonus:** You will also receive a one-time joining bonus of **INR 50,000/-**. It would be paid in two instalments. First 50% of the total bonus will be with 6th payroll, the second 50% would be with 12th payroll. Kindly note that in the event of your separation from the organization, on or before 1 (one) year from your date of joining, you will be required to re-pay the Eligible Amount to the organization. In the event of failure to repay, the Company reserves the right to recover the same including from any another payments due to you by the Company. Your joining bonus will be subject to deduction of tax at source as per statutory regulations.

**Date of reporting:** Your date of joining Harman India will be **15-Feb-2022**. In the event of your failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company. In case you need to extend your joining date please communicate the same to us. You are required to report to the Human Resource Department to complete your joining formalities. Please note that the terms of this offer (including the terms contained in the Annexures hereto) are strictly confidential between you and the Company. This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before 31 OCT 2022. Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.

**Travel Expense Limit:** At the time of relocating to your base location, you would be eligible for travel expense reimbursement (One way) up to a maximum total of INR 10000. Travel could be by road/train/air for self.

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16-Feb-2022

**Sub: Offer of Employment**

Dear Shashikiran S R,

Thank you for investing your time to pursue an opportunity with Harman Connected Services Corporation India Pvt. Ltd, Bangalore.

We are delighted in offering you an employment opportunity as **Associate Engineer** with Harman Connected Services Corporation India Pvt. Ltd, Bangalore.

Further, "**Company**" for all purposes in this document shall mean **Harman Connected Services Corporation India Pvt. Ltd, Bangalore** and or its Affiliates, where the context may so require.

**Following are the terms and conditions associated with your employment:**

- You will receive a fixed compensation package of **500,000/-** per annum. The breakup of the compensation and benefits applicable to you is as per annexure 2.
- You will receive a one-time Joining Bonus of Rs. 50,000/- paid out in 2 equal instalments. The first instalment of Rs. 25,000/- is to be paid along with salary payable for your sixth month, and the second instalment of Rs. 25,000/- is to be paid along with salary payable for your twelfth month.
- Your Date of Joining will be **1 April 2022**.
- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- Your initial place of posting will be in **Harman Connected Services- Bangalore Campus**.
- You will report to the **Business Unit / Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills – specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- Your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non- compete obligations or other restrictive clauses of any nature whatsoever with any previous employer/s.)
- This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before **October 1, 2022**. Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.

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66  
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28-Feb-2022

**Sub: Offer of Employment**

Dear Sanjay Murthy,

Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd, Bangalore.**

We are delighted in offering you an employment opportunity as **Associate Engineer** with **Harman Connected Services Corporation India Pvt. Ltd, Bangalore.**

Further, "**Company**" for all purposes in this document shall mean **Harman Connected Services Corporation India Pvt. Ltd, Bangalore** and or its Affiliates, where the context may so require.

**Following are the terms and conditions associated with your employment:**

- You will receive a fixed compensation package of **500,000/-** per annum. The breakup of the compensation and benefits applicable to you is as per annexure 2.
- You will receive a one-time Joining Bonus of Rs. 50,000/- paid out in 2 equal instalments. The first instalment of Rs. 25,000/- is to be paid along with salary payable for your sixth month, and the second instalment of Rs. 25,000/- is to be paid along with salary payable for your twelfth month.
- Your Date of Joining will be **1 July 2022.**
- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- Your initial place of posting will be in **Harman Connected Services- Bangalore Campus.**
- You will report to the **Business Unit / Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills – specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- Your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non-compete obligations or other restrictive clauses of any nature whatsoever with any previous employer/s.)
- This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before **October 1, 2022.** Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.

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31-Jan-2022

**Sub: Offer of Employment**

Dear Deepika K

Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd.** Bangalore.

We are delighted in offering you an employment opportunity as **Associate Engineer - Product Development** with **Harman Connected Services Corporation India Pvt. Ltd.** Bangalore.

Further, "**Company**" for all purposes in this document shall mean **Harman Connected Services Corporation India Pvt. Ltd.** Bangalore and or its Affiliates, where the context may so require.

**Following are the terms and conditions associated with your employment:**

- You will receive a fixed compensation package of **500,000/-** per annum. The breakup of the compensation and benefits applicable to you is as per annexure 2.
- You will receive a one-time Joining Bonus of Rs. 50,000/- paid out in 2 equal instalments. The first instalment of Rs. 25,000/- is to be paid along with salary payable for your sixth month, and the second instalment of Rs. 25,000/- is to be paid along with salary payable for your twelfth month.
- Your Date of Joining will be **1 MAR 2022**.
- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- Your initial place of posting will be in **Harman Connected Services- Bangalore Campus**.
- You will report to the **Business Unit / Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills – specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- Your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non- compete obligations or other restrictive clauses of any nature whatsoever with any previous employer/s.)
- This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before October 1, 2022. Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days
- Company has different Business Units and you may be transferred within or across Business Units based on the requirement of Company. Please note you may also be transferred to any location and may be required to work in different shift timing as per the business requirements.
- Your designation may be changed depending on the work assigned to you at the discretion of the Company.
- You will be entitled for an aggregate of 27 days of leave in accordance with the Company's policy as applicable from time to time.

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**Offer: Computer Consultancy**  
**Ref: TCSL/CT20213706566/Bangalore**  
**Date: 14/10/2021**

Ms. Amulya R  
#345Ex.Mla Road ,Fort,  
Kadur,  
Chickkmagalur-577548,  
Karnataka.  
Tel# -9241491915

Dear Amulya R,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

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**TCSL/CT20213706566**

**TATA CONSULTANCY SERVICES**



2

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20213687579/Bangalore**  
**Date: 14/10/2021**

Ms. Bhoomika K S  
Kannughatta, Nonavenakere(Hobli) , Belagarahalli(Post), Tiptur(Tq),  
Kannughatta,  
Tiptur-572201,  
Karnataka.  
Tel# 91-7026339330

Dear Bhoomika K S,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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





2

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20213704351/Bangalore**  
**Date: 14/10/2021**

Ms. Disha R Shankar  
D/O B C Ravishankar,  
Shivananjappa Layout,  
Tiptur-572201,  
Karnataka.  
Tel# -

Dear Disha R Shankar,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

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**TCSL/CT20213704351**





4

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20213706538/Bangalore**  
**Date: 14/10/2021**

Ms. Lavanya M  
Nirmaladevi Compound Vinayaka Nagar,  
Neelkamal Road,  
Tumkur-572201,  
Karnataka.  
Tel# 91-9482920564

Dear Lavanya M,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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



5

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20213710763/Bangalore**  
**Date: 14/10/2021**

Ms. Ruthu R  
Shivakumar BuildingSaraswathipuram,  
Behind Saadhna Theatre,  
Arsikere-573103,  
Karnataka.  
Tel# 91-7019996276

Dear Ruthu R,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

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TCSL/CT20213710763

1

TATA CONSULTANCY SERVICES



**Offer: Computer Consultancy**  
**Ref: TCSL/CT20213730469/Bangalore**  
**Date: 14/10/2021**

Ms. Vrunda V Nayak  
#83/11st Main 4th Crosss,  
K. R. Extention,  
Tiptur-572201,  
Karnataka.  
Tel# 91-6363946072

Dear Vrunda V Nayak,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

TCS Confidential  
TCSL/CT20213730469



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**Offer: Computer Consultancy**  
**Ref: TCSL/CT20213712920/Bangalore**  
**Date: 09/11/2021**

Mr. Deekshith Patel J S  
Kanchiraya Swamy Nilaya 8th Cross,  
Kanchagatta, Stella Maris Road,  
Tiptur-572201,  
Karnataka.  
Tel# 91-8884791275

Dear Deekshith Patel J S,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

**TCS Confidential**  
**TCSL/CT20213712920**





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**Offer: Computer Consultancy**  
**Ref: TCSL/CT20213705449/Bangalore**  
**Date: 14/10/2021**

Ms. Likitha M N  
#13, Block 14, Beml Layout, Srirampura 2nd Stage, MysoreBeml Layout,  
Srirampura,  
Mysore-570023,  
Karnataka.  
Tel# -

Dear Likitha M N,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

**TCS Confidential**  
**TCSL/CT20213705449**



(10)

Offer: Computer Consultancy  
Ref: TCSL/CT20213701311/Bangalore  
Date: 14/10/2021

Mr. Karthik Hk  
Garden House, Anagondanahalli, Rangapura PostAnagondanahalli,  
Basavanapura,  
Tiptur-572201,  
Karnataka.  
Tel# 91-9844983132

Dear Karthik Hk,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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





**Offer: Computer Consultancy**  
**Ref: TCSL/CT20213681623/Bangalore**  
**Date: 14/10/2021**

Ms. Nazia Tabassum Khanum  
Near Shivalaya Temple, Sunni Chowk, Arsikere Huliya Road,  
Shivalaya Temple,  
Arsikere-573103,  
Karnataka.  
Tel# 91-8553147356

Dear Nazia Tabassum Khanum,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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



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**Offer: Computer Consultancy**  
**Ref: TCSL/CT20213721344/Bangalore**  
**Date: 09/11/2021**

Ms. Sonu M  
#827/CY.T Road, Nonavinakere, Tiptur(Ta).,  
Y.T Road, Nonavinakere.,  
Tiptur-572224,  
Karnataka.  
Tel# 91-9448971636

Dear Sonu M,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

**TCS Confidential**  
**TCSL/CT20213721344**



12

Offer: Computer Consultancy  
Ref: TCSL/CT20213683919/Bangalore  
Date: 14/10/2021

Mr. Azeez Ur Rehaman  
GandhinagarBhovicolony,  
Police Station,  
Tiptur-572201  
Karnataka,  
Tel# 91-8747054812

Dear Azeez Ur Rehaman,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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



## APPOINTMENT LETTER

January 22, 2022

Dear Abhishek Mathad,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### 1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

### 2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

### 3. Other Benefits:

You will also be eligible for:





## APPOINTMENT LETTER

January 28, 2022

Dear Darshan N,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### 1. Appointment Details:

- The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- The retirement age is 58 years.
- You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications or before the date of appointment.
- The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

### 2. Compensation:

You will be eligible for:

- Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- Your salary will be reviewed periodically as per Company policy.
- Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

### 3. Other Benefits:

You will also be eligible for:

- Leave, holidays and working hours as applicable to your stream and location of posting.
- Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- Leave Travel Assistance (LTA) as per the Company's policy.
- Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- Please refer to the detailed policies in the Company's intranet portal i.e. [mywipro.wipro.com](https://mywipro.wipro.com)

### 4. Responsibilities:

- In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

### 5. Conflict of Interest:

- You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
  - Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
  - Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
  - Any existing employee to become associated with, or perform services of any type for any third party.
- In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

### 6. Confidentiality:



### APPOINTMENT LETTER

April 20, 2022

Dear prema G T,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

#### **1. Appointment Details:**

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any





## APPOINTMENT LETTER

March 31, 2022

Dear Charan S G,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### 1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

### 2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

### 3. Other Benefits:

You will also be eligible for:



## APPOINTMENT LETTER

March 30, 2022

Dear Darshan R,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### 1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

### 2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

### 3. Other Benefits:

You will also be eligible for:



## APPOINTMENT LETTER

April 5, 2022

Dear Sanjay Mn,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### 1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

### 2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

### 3. Other Benefits:

You will also be eligible for:



  
wipro

## APPOINTMENT LETTER

March 31, 2022

Dear Sinchana .

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### 1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

### 2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other





## APPOINTMENT LETTER

April 20, 2022

Dear Nitya K S,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### 1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

### 2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

### 3. Other Benefits:



## APPOINTMENT LETTER

March 29, 2022

Dear Jyothi P,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### 1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

### 2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

### 3. Other Benefits:

You will also be eligible for:

November 24, 2021

Mr. Prajwal S U  
Tumkur

Dear Prajwal,

Congratulations! We are delighted to inform you on your success with the ThoughtFocus interview. We are pleased to extend you an offer for employment as **Trainee Engineer** with the organization.

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

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

Effective Date	If you accept this offer, your date of employment shall be effective August 01, 2022. You will be required to report to office on this day at 09:30 am.
Position	Trainee Engineer
Work Hours	ThoughtFocus' standard operating hours are Monday-Friday, as per business requirements.

Tel +91 80 40343000 | Fax +91 80 40343111 | CIN U72200KA2011PTC056492 | GST  
29AAECC2705R1Z9



**04-April-2022**

**Mr. Sathvik YB**  
**S/O Mr. Yarehalli Chandegowdru Basavarjappa**  
Yarehalli, Shanegere, Hasan, Karnataka - 573112.

**Dear Sathvik,**

We are glad to inform you that you have been selected for an internship with us from **04-Apr-2022 to 05-Aug-2022**. During this period you will be paid a stipend of **Rs. 15,000/-** per month.

Yours faithfully,  
**For Alten Calsoft Labs (India) Pvt Ltd.,**



**Vaidyanathan P**  
**Senior Director – HR & Admin**

Regd.  
ALTEN Calsoft Labs (India) Private Limited  
7th Floor, Tower D, IBC Knowledge Park, 4/1, Bannerghatta Main Road, Bengaluru, Karnataka 560029, India.  
Tel +91 80 40343000 | Fax +91 80 40343111 | CIN U72200KA2011PTC056492 | GST 29AAECC2705R1Z9  
[www.acldigital.com](http://www.acldigital.com)



**04-April-2022**

**Ms. Sinchana BS**  
**D/O Mr. Shivanna Byrapura Ramiah**  
Byrapura Konehalli Post, Kasaba Hobali,  
Tumkur, Karnataka - 572201

**Dear Sinchana,**

We are glad to inform you that you have been selected for an internship with us from **04-Apr-2022 to 05-Aug-2022**. During this period you will be paid a stipend of **Rs. 15,000/-** per month.

Yours faithfully,  
**For Alten Calsoft Labs (India) Pvt Ltd.,**

**Vaidyanathan P**  
**Senior Director – HR & Admin**

Regd.  
ALTEN Calsoft Labs (India) Private Limited  
7th Floor, Tower D, IBC Knowledge Park, 4/1, Bannerghatta Main Road, Bengaluru, Karnataka 560029, India.  
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