

This Independent Consultancy Services Agreement (“Agreement”) is entered into at **Bangalore** on **October 10, 2022** effective from **October 10, 2022** between **PTWI India Private Limited**, a company incorporated under the Indian Companies Act, 1956 and having its registered office at **AMR Tech Park 3, Sy.No 23 & 24, Third Floor, Tower B, Hongasandra Village, Bommanahalli, Hosur, Bangalore-560068** (hereinafter referred to as the “Company” which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its affiliates, successors and assigns) of the ONE PART;

AND

Bhuvan K, s/o Kishore N Murthy aged 21 yrs and residing at **#283, 3rd main, 7th cross, Ramanjaneya Layout, Chikkalsandra, bangalore - 560061** (hereinafter referred to as the “Consultant” which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, administrations, agents and employees) of the OTHER PART.

PTWI India Private Limited

Bangalore Studio

AMR Tech Park 3,
Sy. No. 23 & 24, Third Floor, Tower B
Hongasandra Village, Bommanahalli,
Hosur Road,
Bangalore – 560068

The Company and the Consultant are hereinafter also referred to as ‘Parties’, collectively and ‘Party’, individually, as the context may require.

1. ENGAGEMENT OF THE CONSULTANT FOR THE SERVICES: The Company appoints the Consultant on a non – exclusive basis to provide the Services (as defined below) during the term of this Agreement. The Parties have entered into this Agreement on the basis that the Company may, in its absolute discretion, acquire from third parties, services similar to or identical to the Services being provided by the Consultant under this Agreement. Consultant agrees to perform the **monitoring and testing** services particularly in the areas of **monitoring and testing** services as required by the Company from time to time (“Services”), for which the Company shall issue work order(s) in the form attached to this Agreement as Exhibit A (“Work Order”). Each Work Order shall, upon execution by both the Parties, form a part of this Agreement and shall be subject to all of the terms and conditions contained herein. Subject to the terms of this Agreement, Consultant will, to the best of its ability, render the Services set forth in Work Order(s) accepted by Consultant (the “Project(s)”) by the completion dates set forth therein. Consultant agrees to exercise the highest degree of professionalism, and to utilize its expertise and creative talents in completing such Projects. In completing the Projects, Consultant agrees to provide its own equipment, tools and other materials at its own expense. Company will make its facilities and equipment available to Consultant when necessary and in this regard, the Consultant agrees that such property of the Company shall be used by the Consultant solely for the performance of the Services under the relevant Work Order and in accordance with policies and procedures as intimated by the Company from time to time. Consultant shall perform the Services necessary to complete the Projects in a timely and professional manner consistent with accepted industry standards, applicable laws and any specific performance and acceptance criteria in a particular Work Order. The Consultant shall comply in all respects with the instructions provided by the officials of the Company from time to time relating to the performance of the Services, duties and obligations under this Agreement. The Services rendered by the Consultant shall be subject to regular review by the officials of the Company and its decision with regard to the quality of the Services thereof shall be final and absolute.

🌐 www.ptw.com
✉ info@ptw.com
🐦 @ptw

Sensitive

Doc # PTW-IN/Template/HR/004
Rev No.: 01

2. CONSULTANCY FEES: The consultancy fees to be paid for the satisfactory performance of the Services rendered under this Agreement shall be as set forth in the relevant Work Order. Unless otherwise stated in the Work Order, the consultancy fee is inclusive of all expenses and charges which may be incurred by the Consultant during the rendering of the Services or as a result thereof. The Parties agree that the Company shall not be liable to pay any amount to the Consultant other than the mentioned amount of consideration under the Work Order.

3. INDEPENDENT CONSULTANT RELATIONSHIP: Consultant's relationship with Company will be that of an independent consultant and nothing in this Agreement should be construed to create a partnership, joint venture or employer-employee relationship. Consultant is not the agent of Company and is not authorized to make any representation, contract or commitment on behalf of Company. Consultant will ensure that all of its employees and consultants, if any have all necessary permits, licenses or other documents necessary to perform and complete the Projects under this Agreement. Consultant will not be entitled to any of the benefits which Company may make available to its employees, such as group insurance, profit-sharing or retirement benefits, except with respect to employee provident fund or employee state insurance contributions in the manner as may be required to be made by the Company for its contractors as provided under the applicable laws. In this regard, the Consultant agrees that he/ she shall not, under any circumstance or at any point of time, claim or demand to be on the rolls of the Company as an employee of the Company or be entitled to or eligible to participate in any benefits or privileges given or extended by the Company to its employees. Consultant will be solely responsible for all tax returns and payments required to be filed with or made to any applicable tax authority with respect to Consultant's performance of Services and receipt of Consultancy fees under this Agreement. Consultant agrees to accept exclusive liability for complying with all applicable laws governing self-employed individuals, including obligations such as payment of taxes and other contributions based on the Consultancy fees paid to Consultant, its agents or employees under this Agreement. Consultant hereby agrees to indemnify and defend Company against any and all such payments in relation to taxes or contributions, including penalties and interests thereof.

4. CONFIDENTIAL INFORMATION & INTELLECTUAL PROPERTY RIGHTS.

4.1 Proprietary and Confidential Information: Consultant agrees during the term of this Agreement and thereafter that they will take all steps reasonably necessary to hold Company's Proprietary and Confidential Information in trust and confidence in the strictest sense, will not use such Information in any manner or for any purpose not expressly set forth in this Agreement, and will not disclose any such information to any third party without first obtaining Company's express written consent on a case-by-case basis. Consultant agrees that Company's Proprietary and Confidential Information shall be used solely for the performance of the Services under the relevant Work Order and may disclose such information to its employees, agents or consultants, if any on a need to know basis. By way of illustration but not limitation 'Proprietary' and 'Confidential Information' includes, irrespective of whether the information is designated as confidential and the form or medium in which it is stored, (a) trade secrets, inventions, mask works, ideas, processes, formulas, source and object codes, data, programs, other works of authorship, know-how, improvements, discoveries, developments, designs and techniques (hereinafter collectively referred to as "Inventions"); (b) information regarding plans for research, development, new products, marketing and selling, business plans, budgets and unpublished financial statements, licenses, prices and costs, suppliers and customers; (c) information regarding the skills and compensation of other employees of Company; and (d) this Agreement and the contents hereunder. In the event of discovery by the Consultant of disclosure of the Company's Proprietary and Confidential Information or other breach of this Agreement, the Consultant shall immediately notify the Company of the breach and shall cooperate in every reasonable way with the retrieval of the disclosed Proprietary and Confidential Information.

4.2 Third Party Information: Consultant understands that Company has received and will in the future receive from third parties, including but not limited to Company's customers, confidential or proprietary information subject to a duty on Company's part to maintain the confidentiality of such information and use it only for certain limited purposes. Consultant further understands that, in the course of performing Services under this Agreement, Consultant will receive confidential and proprietary information of Company's customers directly from such customers. All of the confidential and proprietary information referred to in this Section 4.2 is collectively referred to in this Agreement as "Third Party Information." Consultant agrees to hold all Third Party Information in strict confidence and not to disclose to anyone (other than Company personnel who need to know such information in connection with their Services for Company) or to use, except in connection with Consultant's Services for Company, Third Party Information unless expressly authorized in writing by the Company.

10.6 Survival. The following provisions shall survive termination/ expiry of this Agreement: Section 4, Section 5, Section 6, Section 7, Section 9.4, Section 9.5, and Section 10.

10.7 Waiver. No waiver by Company of any breach of this Agreement shall be a waiver of any preceding or succeeding breach. No waiver by Company of any right under this Agreement shall be construed as a waiver of any other right. Company shall not be required to give notice to enforce strict adherence to all terms of this Agreement.

10.8 Entire Agreement. This Agreement is the final, complete and exclusive agreement of the Parties with respect to the subject matter hereof and supersedes and merges all prior discussions between us. No modification of or amendment to this Agreement, nor any waiver of any rights under this Agreement, will be effective unless in writing and signed by the Party to be charged. The terms of this Agreement will govern all Work Orders and Services undertaken by Consultant for Company. In the event of any conflict between this Agreement and a Work Order, the Work Order shall control, but only with respect to the Services set forth herein.

IN WITNESS WHEREOF, the Parties have caused this Independent Consultant Services Agreement to be executed by their duly authorized representative.

PTWI India Private Limited

Consultant

Pradyumna Prakash Malakar

Pradyumna Prakash Malakar

Senior Manager – Human Resources

**Signature
Name**

Sensitive

Doc # PTW-IN/Template/HR/004
Rev No.: 01

**EXHIBIT - A TO
INDEPENDENT CONSULTANCY SERVICES AGREEMENT
WORK ORDER**

This Work Order is governed by the terms of an Independent Consultancy Services Agreement dated **October 10, 2022** between Company and Consultant. In the event that any item in this Work Order is inconsistent with that Agreement, the terms of this Work Order shall govern, but only with respect to terms expressly set forth in this Work Order.

Description of work: **monitoring and testing**

Start Date : **October 10, 2022**

End Date : **January 7, 2023**

Benefits: The Consultant shall be entitled to one (1) day of leave per month for which consultancy fees will be paid to the Consultant. Any leave over and above the said one (1) day in a month will result in deduction of proportionate consultancy fees for each such additional day of leave. The Consultant shall be allowed to carry forward a maximum of three (3) leaves per quarter into the next quarter, which has to be availed within the next quarter. It is clarified that the first quarter will start on the Effective Date. The Consultant shall not be entitled to encash any un-availed leave, whether during or after expiry or earlier termination of the Agreement.

Working Hours: As per the Project requirements, schedules and milestones communicated to the Consultant at the time of entering into the Agreement

Consultancy Fees : Total amount of Rs. **19,167 /-** (**Rupees Nineteen Thousand One hundred and Sixty Seven Only**) per month

- The Consultancy Fee herein is inclusive of all taxes
- The Company will deduct income tax and other taxes in accordance with the laws for the time being in force.
- The Company may require the Consultant to work in night shifts and under such other terms and conditions which it may deem fit and notify to the Consultant from time to time. Considering this, the Company may, but it is not obligated to, make adjustments in the consultancy fees, which it may communicate to the Consultant from time to time.
- In the event that the Consultant requires certain additional time in achieving the Project milestones, due to no fault (non-performance) of the Consultant, PTW shall compensate the Consultant with such additional consultancy fees as may be determined at its sole discretion during such point in time.

PTWI India Private Limited

Consultant

Pradyumna Prakash Malakar

Pradyumna Prakash Malakar

Senior Manager – Human Resources

Name:

Date: -



भारत सरकार - रेल मंत्रालय - रेलवे बोर्ड
दक्षिण रेलवे - यशवंतपुर मंडल



दिनांक: 22/09/2021

पीपीओ नंबर: 20218539577063

Employee No : 202124689051
Name : Bittu kumar s
Designation : TC/CC
Headquarter : YPR/YPRSC
Date Of Birth : 02/01/2000
Date Of Appt : 19/04/2021



Mangrathar

Signature & Designation
Of Issuing Officer

Date
22/09/2021

Bittu

Signature Of Employee

Jan 13, 2023

Offer ID : 261945

L MAITHRI

#thumalahalli, Pedduru

Chikkaballapur

Peddur 563146

KARNATAKA INDIA

Dear L MAITHRI,

On behalf of Quess IT Staffing (A Division of Quess Corp Ltd.), (hereinafter referred to as "the Company") I am very pleased to offer you a position of **Reporting Analyst** in our organization. Your joining date will be **Jan 16, 2023**.

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

HPI Rebadging Division

HP Inc

Reporting Time : 10:00 AM

You will be paid a annual salary(CTC) of Rs. 3,50,005. Your salary composition and other details are listed in the Employment Agreement annexed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

Quess IT Staffing (A Division of Quess Corp Ltd.)
Attn HR: S.R. Infotech Complex, No.5/4-2, Thavarekere Main Road,
S. G. Palya, D.R. College Post

I look forward to welcoming you in our organization.

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

Sincerely,

Approved By: SHIVAPRASAD B S

Delivery Manager

shivaprasad.bs@quesscorp.com

Created By: VINAY S D

Team Lead

vinaykumar.sd@quesscorp.com

EMPLOYMENT AGREEMENT

COMPENSATION STRUCTURE:

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

Your total CTC will be Rs. 350005 and its composition will be as follows:

CTC Composition	Monthly Pay (Rs.)	Annual Pay (Rs.)
Basic Salary	16255.00	195060

House Rent Allowance	6502.00	78024
Statutory Bonus	1354.00	16248
Special Allowance	3106.08	37273
Gross Salary	27217.08	326605
Company's Contribution to PF	1950.00	23400
Total CTC	29167.08	350005
Income Tax, Professional Tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.		

The salary will be processed on the 7th workday of each month. However, if the 7th falls on a holiday, salary will be paid on the next working day. The monthly pay slips will be made available electronically.

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

TIME SHEETS:

You are required to follow our client's specific timesheet process as per the timelines. In the absence of client's specific process, you will receive Timesheet alert email with template along with the guidelines from your Timesheet SPOC at Qness. This has to be filled and approved by your manager over the email and it should reach the SPOC along with attachment before the timeline as briefed by Qness HR. Any delays in the timesheet approval process will lead to delay in the payment of your salary.

STATUTORY BENEFITS:

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

GROUP MEDICLAIM INSURANCE:

You and your approved dependent family members are eligible to enroll in Company's Group Mediciclaim Insurance Policy. The annual premium as applicable will be deducted from your first month salary.

BACKGROUND CHECK:

The Company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof. As per the requirement. Also appropriate BGV cost would be deducted from your salary in six equal instalments.

MEDICAL CHECK:

As per the Company policy, employees are required to undergo medical check on request at authorized medical centers and submit a duly certified copy of the medical certificate.

NO-SHOW:

Failure to report at the specified office on the Jan 16, 2023 shall be deemed as "No-Show". In such an event, the offer stands cancelled, and you shall be liable to pay one month's salary as penalty to the company for the loss suffered by the company.

JOB ROLES & RESPONSIBILITIES:

You shall be responsible for the performance of the functions expected of Reporting Analyst and any additional functions and duties that may be assigned to you in connection with the business and operations of the Company.

You shall use the best of your efforts to promote, develop and extend the business of the Company and comply with the directions and regulations of the Company at all times, and in all respects.

ASSIGNMENT:

You shall acknowledge that the services to be rendered by you are unique and personal. During your service with the Company, you shall not assign any of the rights or delegate any of the duties or obligations under this Agreement without the prior written consent of the Company.

LEAVE:

You will be entitled for 18 Privileged leaves & 12 Sick leaves/Casual leaves in a year. You will be credited with 2.5 leaves for each full month of your service. Leaves cannot be encashed. A maximum of 30 Privilege leaves can be accumulated at any given point of time & 12 Sick leaves will be lapsed at the end of the calendar year

FURLOUGH:

Every year the client to whom you are deputed as per the contract, announces a Furlough, wherein associates deputed to them are not required to work for a certain number of days. During Such Furlough days you are not required to work nor is such days paid for by the client since no work gets done. Accordingly, if such Furloughs were to be announced by the clients hereafter, for the days of such Furlough including the Preceding, succeeding and intervening weekly holidays will be considered as no-work-no-pay days and the salary for the months in which such furloughs are in place, will be after adjustment for the Furlough days including the Preceding, succeeding and intervening weekly holidays as No Pay days.

HOLIDAYS:

As each region may have a different set of holidays, your holiday schedule will be governed by your office location.

DOCUMENTATION:

Upon being so required by the Company, you shall make, sign and execute all deeds, documents, and declarations as may be deemed necessary by the Company and/or its clients (including privacy and confidentiality agreements).

INDEMNITY:

You shall keep the Company indemnified for any damages or quantum of payment, which the Company or its client may suffer due to any act/acts by you including wilful misconduct, performance related issues, non compliance to applicable laws and policies, breach of proprietary information and breach of any terms of this agreement.

UN-AUTHORIZED ABSENCE:

Any absence for 3 consecutive business days without prior permission will be treated as un-authorized absence from the work. In such a case, the Company is entitled to terminate your services and/or seek compensation for any loss suffered by the Company or its Client due to such an absence.

CONFIDENTIALITY & NON DISCLOSURE:

You hereby acknowledge that by the reason of your services with the Company you will have access to records, documents, drawings, forms, reports, studies, memoranda, correspondence, manuals, plans, magnetic media and other information sources ("Confidential Material") and such Confidential Material constitutes the property of the Company and/or its clients, enables the Company and/or its clients to compete successfully in business and was acquired or created by the Company and/or its clients at substantial expense. In consideration of your services and the above disclosures, you agree that:

You will disclose to the Company all information, inventions, discoveries, products, systems, programs, documentation including improvements or modifications ("Proprietary Material"), relating to the Company and its clients which you acquired or developed during the term of your services with the Company and that such Proprietary Material is the sole property of the

Company or its clients, regardless of whether or not its acquisition or development occurred during work hours, at the Company facilities, or with the Company property or personnel. You will not disclose any such Proprietary Material to any unauthorized person during or after the completion of services with the Company.

You will not remove from the Company premises and/or the premises of its clients any Confidential Material, except in the performance of your duties. Upon termination of your services or when called upon by the Company, you will surrender all such Confidential Material together with any other the Company property that have been provided to him/her by the Company and/or its clients.

You agree to comply with a supplementary agreement, when issued, between the Company and a client regarding privacy and confidentiality. Such agreement will be incorporated into this Agreement by reference, including improvements or modification. "Proprietary Material" relating to the Company and its clients which you acquired or developed during the term of your services with the Company and its client is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours.

NON COMPETE & NON SOLICITATION:

You agree that during your services with the Company and continuing for a period of eighteen (18) months after termination of your services with the Company, you:

- a) Will not individually or on behalf of or in conjunction with any other person or entity (except on behalf of the Company), directly or indirectly, solicit, sell to, or perform similar services as provided by or available from the Company, for any clients of the Company.
- b) Will not seek and obtain employment, training, or contract for employment or seek to serve as you or otherwise to clients of the Company, customers, accounts or prospects, without the written permission of the Company.
- c) Will not directly or indirectly solicit or hire or cause others to solicit or hire any other employee of the Company.
- d) Will refrain from doing any sort of business for any kind or any purpose with the list of Quess clients with which you were engaged with while you were employed with Quess.
- e) Unless pre-approved by the Company in writing, you will not, during the period of this assignment, prepare, compile, submit or publish any articles or contribute to any other publication or television serials / films / video presentations or assist anyone directly or indirectly in this regard.

WAIVER:

A waiver by the Company of a breach of any provision of this Agreement by you shall not operate or be construed as a waiver or estoppel of any subsequent breach by you. No waiver shall be valid unless in writing and signed by an authorized officer of the Company.

JURISDICTION:

In case of any dispute arising out of the Agreement, it shall be subject to jurisdiction of appropriate Court of Hyderabad, Andhra Pradesh, India.

TERMINATION BY THE COMPANY:

The company may terminate your services with or without cause under the following conditions:

With Cause: The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer. (7) Providing any false information to the company.

Without Cause: In the event that the employment is terminated without Cause, the EMPLOYEE will be provided with a 30

days written notice prior to such termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 30 days, calculated on the basis of the last basic salary.

RESIGNATION BY EMPLOYEE:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice.

However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

MORAL CONDUCT:

You shall not resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to your service or the service of any other employee.

ALTERNATIVE EMPLOYMENT:

You will be a whole time employee of the Company and will not engage yourself directly or indirectly in any other trade, business, profession or any other employment part time or full time anywhere in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the management in this respect are final and binding. Breach of this condition shall lead to the termination of your services by the company without any notice or compensation.

COMPANY PROPERTIES IN YOUR POSSESSION:

You are expected to take proper care of company properties entrusted to you by the company. In the event of your resignation/termination you are obliged to return all the company's property like access/ ID card, documents, machines, data, files and books etc., in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

CHANGE OF ADDRESS:

Any change of residential address should be intimated to the department head in writing within 3 days from the date of such change. Your address as indicated shall be the correct address for sending all communications to you unless other wise intimated in writing by you. Communications addressed to you at the above address shall deem to have been duly served.

CODE OF CONDUCT:

During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its Client's values and commitments.

Any or all of the terms and conditions pertaining to your services with the Company may be modified or changed at the Company's discretion. In the event any terms/conditions are changed, the same shall be informed to you in writing.

PLACE OF EMPLOYMENT AND TRANSFER:

You acknowledge and agree that you may be assigned, or liable to be transferred or deputed from one place to another and / or from one department / unit to another or any other subsidiary /Associate Establishment/or their contractors and clients either existing or to be set up in future any where in India or abroad purely at the discretion of the management depending upon the needs and requirement of the company. On such assignment, transfer, or deputation you will be governed by the Rules and Regulations and other working /service conditions as applicable at the place of posting including to consent to add/or agree to certain other agreements.

DISCLAIMER:

Any commitments with respect to compensation & benefits which are not included in the "CTC Components" table or explicitly mentioned in the offer letter, stands null & void.

Employee is required to submit the tax documents(Investment Proof's) within a week from the date of separation. Failing which, the full and final settlement will be processed by deducting tax at source.

BACKGROUND CHECK POST SEPARATION:

After separation from Qess Corp Ltd, your employment records are saved for the future verification purpose. Your new employer/appointed vendors seeking for employment verification can send an e mail request to help@quesscorp.com along with copy of your relieving letter. The email will be reverted in a matter of three working days.

DECLARATION:

This is to confirm that the documents and information provided by me to the Company for the purpose of my services are true and accurate to the best of my knowledge and belief. I also agree that the various terms and conditions set forth in this Agreement are fair, just and reasonable and I shall strictly adhere to the terms specified.

Signature

L MAITHRI

Date

Documents Required at the Time of Joining

1. Relieving letter from your previous two employers
2. Experience letter / Offer Letter your previous two employers
3. Most recent salary slip or salary certificate
4. Copies of all educational records (SSC onwards)
5. A copy of your passport
6. Three passport size photographs
7. A copy of PAN card



National College Jayanagar <ncjplacements@gmail.com>

Fwd: EAF - snp technologies

1 message

Parthasarathi Panda <hiparthapanda@gmail.com>
To: "ncjplacements@gmail.com" <ncjplacements@gmail.com>

Thu, Jan 19, 2023 at 4:54 PM

----- Forwarded message -----

From: **Satabdi Subhadra** <Satabdi@snp.com>
Date: Wed, 18 Jan, 2023, 7:13 pm
Subject: EAF - snp technologies
To: hiparthapanda@gmail.com <hiparthapanda@gmail.com>
Cc: Nishita Shukla <Nishita.shukla@snp.com>

Hi Parthasarathi,

We are pleased to announce that we've decided to offer you the position of **Associate Engineer**.

Please find below link to submit the Employment application form and request you to share below list of documents at the earliest.

<http://14.141.159.202:8467/EAF/jsp/Integrated/Apply.jsp?positionid=T0000001>

You are requested to enter your Name, Email Id and submit your CV/Resume against the requirement.

A registration password/ OTP to your registered mobile number/ Email ID will be sent which can be used for completing your employee application form.

Sl. No	List of Documents
1	Education Certificates
(i)	Class 10th
(ii)	Class 12 th / Diploma
(iii)	Graduation Certificate
(iv)	Post-Graduation Certificate (If any)
2	ID / Address Proof
3	Aadhar and Pan Card

Regards,


SATABDI SUBHADRA

HR Executive

+91 7381292707



2 attachments

 **image001.png**
6K

 **image001.png**
6K

EMPLOYMENT OFFER LETTER

Capgemini Ref: 6443655/1494050,

10/06/2022,
Aishwarya S.

4403 No.4403 1st A cross 2nd stage Kumaraswamy Layout Bangalore-560078
Bangalore, Karnataka
India.

Confidential

Dear Aishwarya S,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited** ('Capgemini ' or '**Company**') starting from **12/22/2022** (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation will be **Software Associate/A3**.
- B) You will be required to work at the Company's offices in **Bangalore**.
- C) You have to report by 9:00 am at **Bangalore** office, for joining formalities and contact security at the main gate for your entry pass at:

Address
164-165, EPIP Phase II,
EPIP Industrial Area,Whitefield, Bengaluru 560066

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 275,006.00 (Rupees Two Lakh Seventy Five Thousand And Six Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

**Fwd: Internship letter- Anuradha R- Intern Web Development**

2 messages

Anu Radha <anuradha.netra325@gmail.com>
To: ncjplacements@gmail.com

Thu, Nov 17, 2022 at 2:12 PM

----- Forwarded message -----

From: **Annie Sofia Singh** <annie@theskepper.com>

Date: Wed, Oct 19, 2022, 18:23

Subject: Internship letter- Anuradha R- Intern Web Development

To: anuradha.netra325@gmail.com <anuradha.netra325@gmail.com>

Cc: Binoy Parakat <binu@theskepper.com>, Deepika K B <deepika@theskepper.com>, Asha Francis <asha@theskepper.com>, Anoop CA <anoop@theskepper.com>, Ranjith R <ranjith@theskepper.com>, Yasser Arafath K M <yasser@theskepper.com>, Roshith V K <roshith@theskepper.com>

Dear Anuradha

Greetings!!

We are glad to inform you that the subsequent discussion you had with SKEPPER. We would like to confirm your internship at Skepper.

Please find below the Internship Letter :

Date: 19th October 2022

Ms. Anuradha R

Subject: Internship Letter- Intern-Web Development

Dear Anuradha,

Further to your application for internship with Skepper Creative Agency Pvt Ltd. and the subsequent discussion you had with us, we have pleasure in offering you the internship.

1. Position Title: Intern Web Development (Remote)**Internship description:**

- We will be training your in-web development by referring to some tutorial as well training you on the same.
- You will be coordinating with our web development team to understand the process & learn more from it.

2. Internship: You will be having internship for a period of Three months.**3. Stipend:** You will be getting Rs 5000/- (Five Thousand Only) as stipend paid by the 10th of every month.**4. Joining Date, Timings:** 25th Oct'22- 25th Jan'22. 10am-7pm (Mon to Fri , Sun Week off ,alternate Sat will be week off).**5. Documentation:** Please carry or submit the following Documents at the time of joining which will be kept in your personal file.

1. ID Proof
2. Address Proof
3. Two Recent Photographs
4. Marks Cards / Certificates Attested.

6. Disclosure: This internship has been made based on your information furnished by you during your application. If there is a discrepancy in the information provided by you at any point of time your internship also you need to make sure to is liable to be terminated without any further notice.

7. Absence without information: In case of your continued absence from internship without a prior intimation / approval for more than 4 days, it shall be presumed that you have abandoned the internship of SKEPPER and internship shall be terminated.

8. Intimation to end internship early.

Need to give 7 days' notice in writing of his/her intention to end internship early to the Competent Authority.

9. Confidentiality: The nature of SKEPPER's activity requires utmost discretion and confidentiality of information & at any point of time during the course of your internship if any company data has been shared to you. As a practice of the industry, you are supposed to treat the data as entirely confidential and specific between you and the company.

Please reply on mail as approval as your formal acceptance of this internship.

We wish you a very bright and successful career with Skepper and hope that your efforts will significantly contribute to the overall growth of the Company and yourself. We look forward to welcoming you to learn with team SKEPPER.

Sincerely
for Skepper Creative Agency Private Limited

Authorized Signatory

Acknowledgement and acceptance

I have read understood and accept the above terms and conditions of my internship and agree to sincerely abide by the same.

For any query do reach out to me.



Annie Sofia Singh
HR Manager



email: annie@theskepper.com
mobile: **9860567498**



www.theskepper.com



The content of this email is confidential and intended for the recipient specified in message only. It is strictly forbidden to share any part of this message with any third party, without a written consent of the sender. If you received this message by mistake, please reply to this message and follow with its deletion, so that we can ensure such a mistake does not occur in the future.

11 attachments



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Address: _____

Sub: Letter of Intent

Dear Anusha,

Congratulations!

We are happy to inform you that we have decided to offer you the position of **“Associate Recruiter”** at our **Bangalore** office for our US Staffing Operations.

Please accept this as a formal offer letter from **Artech Infosystems Pvt. Ltd.**

You will be required to join us March **2022**. Your total cost to the company would be **INR 4,68,000 (Four Lakhs Sixty-Eight Thousand Only- Including Benefits) Per Annum**. You are entitled for a monthly gross salary of INR 30,000.

(There will be a standard deduction of INR 172/Month)

During your traineeship period of initial two months, you will be designated as “Trainee - RPO” and post successful completion of training as an “Associate Recruiter”.

You will be governed by the rules and regulation and such other practices, systems, procedures, and policies framed by the company from time to time. You will also be governed by the statutory laws enacted by the Local Authority/State or Central Government as applicable to you from time to time. You are advised to make yourself familiar with the company’s rules and policies.

We would request you to make necessary arrangements in your organization and complete all the formalities before that since your joining date will not be extended in any case.

Please carry all the original documents as listed below at the time of joining, along with one set of photocopies:

1. Copies of Certificates in support of your Qualifications
2. 5 Passport size photographs
3. Photo ID Proof, like (PAN Card, Driving License, Voter ID, Passport, Credit Card with Photo)
4. Permanent and Local Address Proof
5. Pan Card Number and Copy
6. Aadhar Card Number

In case any documents/references don't correspond to the claimed information, the offer extended would stand null & void and would lead to withdrawal of the offer.

Artech will perform a background check through an external agency post your joining & if any information/declaration furnished by you proves to be false or you are found to have willfully suppressed any material information, the company reserves the right to terminate your services without any notice or notice pay.

Your appointment letter will be handed over to you once the background check is completed satisfactorily.

You are expected to serve the organization for a minimum period of 18 months or else a retribution amount of Rupees One Lakh (INR 1,00,000) would be imposed to recover the tangible and intangible cost incurred on you.

You are requested to sign and return a copy of this letter as a token of acceptance of the terms and conditions.

We welcome you to the Artech family and look forward to a long-term fruitful relationship.

Wishing you all the best!

Thanking You,
Yours Sincerely,
For Artech Infosystems Pvt. Ltd.
Chandra Mohan Ratra
(Deputy General Manager - Human Resources)

Acknowledgment Letter

Company Profile:

Artech is the largest Women & Minority owned IT staffing firm in the US, with US\$ 725 million in annual revenues and a footprint across the globe. Artech was formed almost 3 decades ago and today, with commitment to providing best in class workforce solutions based on applied human intelligence, Artech works with over 85 Fortune 500 clients across USA, Canada, India, and China.

*At Artech, **we value human intelligence.***

We empower our teams to maximize the impact of their intellect, through a performance oriented, diverse, flexible, and inclusive work environment supported by our continuous learning and development focus.

Led by our visionary leadership, fuelled by our values, and driven by our combined intellect, our teams work with some of the largest Fortune 500 clients, defining industry benchmarks while optimizing their careers.

I am very pleased to accept the position of **Associate Recruiter - US IT Recruitment.**

I have attended the pre-placement presentation by Artech and have clearly understood the roles and responsibilities of the position along with the company's policies & benefits.

I am aware of the fact, that the job profile is in **Night shift** from **7:00 PM till 4:00 AM or 9:00 PM till 6:00 AM.**

I acknowledge the fact that at the time of joining Artech, I will have to sign a **Service level agreement (SLA)** for a period of **18 months.**

I am excited to join Artech & look forward to a rewarding career ahead.

I accept the term & conditions stated above.

Thanking you,
Regards,

_____ (sign here)

Date: _____
College: _____

This Independent Consultancy Services Agreement (“Agreement”) is entered into at **Bangalore** on **October 10, 2022** effective from **October 10, 2022** between **PTWI India Private Limited**, a company incorporated under the Indian Companies Act, 1956 and having its registered office at **AMR Tech Park 3, Sy.No 23 & 24, Third Floor, Tower B, Hongasandra Village, Bommanahalli, Hosur, Bangalore-560068** (hereinafter referred to as the “Company” which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its affiliates, successors and assigns) of the ONE PART;

AND

Chandana D D/o Dayananada Kumar R aged **21 yrs** and residing at **#36 2rd cross road, 2nd main road, jai bheem nagar ,BTM 1st stage-bangalore-560068** (hereinafter referred to as the “Consultant” which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, administrations, agents and employees) of the OTHER PART.

PTWI India Private Limited

Bangalore Studio

AMR Tech Park 3,
Sy. No. 23 & 24, Third Floor, Tower B
Hongasandra Village, Bommanahalli,
Hosur Road,
Bangalore – 560068

The Company and the Consultant are hereinafter also referred to as ‘Parties’, collectively and ‘Party’, individually, as the context may require.

1. ENGAGEMENT OF THE CONSULTANT FOR THE SERVICES: The Company appoints the Consultant on a non – exclusive basis to provide the Services (as defined below) during the term of this Agreement. The Parties have entered into this Agreement on the basis that the Company may, in its absolute discretion, acquire from third parties, services similar to or identical to the Services being provided by the Consultant under this Agreement. Consultant agrees to perform the **monitoring and testing** services particularly in the areas of **monitoring and testing** services as required by the Company from time to time (“Services”), for which the Company shall issue work order(s) in the form attached to this Agreement as Exhibit A (“Work Order”). Each Work Order shall, upon execution by both the Parties, form a part of this Agreement and shall be subject to all of the terms and conditions contained herein. Subject to the terms of this Agreement, Consultant will, to the best of its ability, render the Services set forth in Work Order(s) accepted by Consultant (the “Project(s)”) by the completion dates set forth therein. Consultant agrees to exercise the highest degree of professionalism, and to utilize its expertise and creative talents in completing such Projects. In completing the Projects, Consultant agrees to provide its own equipment, tools and other materials at its own expense. Company will make its facilities and equipment available to Consultant when necessary and in this regard, the Consultant agrees that such property of the Company shall be used by the Consultant solely for the performance of the Services under the relevant Work Order and in accordance with policies and procedures as intimated by the Company from time to time. Consultant shall perform the Services necessary to complete the Projects in a timely and professional manner consistent with accepted industry standards, applicable laws and any specific performance and acceptance criteria in a particular Work Order. The Consultant shall comply in all respects with the instructions provided by the officials of the Company from time to time relating to the performance of the Services, duties and obligations under this Agreement. The Services rendered by the Consultant shall be subject to regular review by the officials of the Company and its decision with regard to the quality of the Services thereof shall be final and absolute.

🌐 www.ptw.com
✉ info@ptw.com
🐦 [@ptw](https://twitter.com/ptw)

Sensitive

Doc # PTW-IN/Template/HR/004
Rev No.: 01

2. CONSULTANCY FEES: The consultancy fees to be paid for the satisfactory performance of the Services rendered under this Agreement shall be as set forth in the relevant Work Order. Unless otherwise stated in the Work Order, the consultancy fee is inclusive of all expenses and charges which may be incurred by the Consultant during the rendering of the Services or as a result thereof. The Parties agree that the Company shall not be liable to pay any amount to the Consultant other than the mentioned amount of consideration under the Work Order.

3. INDEPENDENT CONSULTANT RELATIONSHIP: Consultant's relationship with Company will be that of an independent consultant and nothing in this Agreement should be construed to create a partnership, joint venture or employer-employee relationship. Consultant is not the agent of Company and is not authorized to make any representation, contract or commitment on behalf of Company. Consultant will ensure that all of its employees and consultants, if any have all necessary permits, licenses or other documents necessary to perform and complete the Projects under this Agreement. Consultant will not be entitled to any of the benefits which Company may make available to its employees, such as group insurance, profit-sharing or retirement benefits, except with respect to employee provident fund or employee state insurance contributions in the manner as may be required to be made by the Company for its contractors as provided under the applicable laws. In this regard, the Consultant agrees that he/ she shall not, under any circumstance or at any point of time, claim or demand to be on the rolls of the Company as an employee of the Company or be entitled to or eligible to participate in any benefits or privileges given or extended by the Company to its employees. Consultant will be solely responsible for all tax returns and payments required to be filed with or made to any applicable tax authority with respect to Consultant's performance of Services and receipt of Consultancy fees under this Agreement. Consultant agrees to accept exclusive liability for complying with all applicable laws governing self-employed individuals, including obligations such as payment of taxes and other contributions based on the Consultancy fees paid to Consultant, its agents or employees under this Agreement. Consultant hereby agrees to indemnify and defend Company against any and all such payments in relation to taxes or contributions, including penalties and interests thereof.

4. CONFIDENTIAL INFORMATION & INTELLECTUAL PROPERTY RIGHTS.

4.1 Proprietary and Confidential Information: Consultant agrees during the term of this Agreement and thereafter that they will take all steps reasonably necessary to hold Company's Proprietary and Confidential Information in trust and confidence in the strictest sense, will not use such Information in any manner or for any purpose not expressly set forth in this Agreement, and will not disclose any such information to any third party without first obtaining Company's express written consent on a case-by-case basis. Consultant agrees that Company's Proprietary and Confidential Information shall be used solely for the performance of the Services under the relevant Work Order and may disclose such information to its employees, agents or consultants, if any on a need to know basis. By way of illustration but not limitation 'Proprietary' and 'Confidential Information' includes, irrespective of whether the information is designated as confidential and the form or medium in which it is stored, (a) trade secrets, inventions, mask works, ideas, processes, formulas, source and object codes, data, programs, other works of authorship, know-how, improvements, discoveries, developments, designs and techniques (hereinafter collectively referred to as "Inventions"); (b) information regarding plans for research, development, new products, marketing and selling, business plans, budgets and unpublished financial statements, licenses, prices and costs, suppliers and customers; (c) information regarding the skills and compensation of other employees of Company; and (d) this Agreement and the contents hereunder. In the event of discovery by the Consultant of disclosure of the Company's Proprietary and Confidential Information or other breach of this Agreement, the Consultant shall immediately notify the Company of the breach and shall cooperate in every reasonable way with the retrieval of the disclosed Proprietary and Confidential Information.

4.2 Third Party Information: Consultant understands that Company has received and will in the future receive from third parties, including but not limited to Company's customers, confidential or proprietary information subject to a duty on Company's part to maintain the confidentiality of such information and use it only for certain limited purposes. Consultant further understands that, in the course of performing Services under this Agreement, Consultant will receive confidential and proprietary information of Company's customers directly from such customers. All of the confidential and proprietary information referred to in this Section 4.2 is collectively referred to in this Agreement as "Third Party Information." Consultant agrees to hold all Third Party Information in strict confidence and not to disclose to anyone (other than Company personnel who need to know such information in connection with their Services for Company) or to use, except in connection with Consultant's Services for Company, Third Party Information unless expressly authorized in writing by the Company.

4.3 No Conflict of Interest: Consultant agrees during the term of this Agreement, directly or indirectly, not to accept work or enter into a contract or accept an obligation, inconsistent or incompatible with Consultant's obligations under this Agreement. Consultant warrants that to the best of its knowledge, there is no other existing contract or duty on Consultant's part inconsistent with this Agreement. Consultant further agrees not to disclose to Company, or bring onto Company's premises, or induce Company to use any confidential information that belongs to anyone other than Company or Consultant.

4.4 Work Product. As used in this Agreement, the term "**Work Product**" means any Invention, whether or not patentable, and all related know-how, designs, mask works, trademarks, formulae, processes, manufacturing techniques, trade secrets, ideas, artwork, software or other copyrightable or patentable works which are solely or jointly conceived, made, reduced to practice, or learnt by Consultant, its employees, consultants or agents in the course of any Services performed for Company.

4.5 Ownership of Work Product. Consultant shall specifically describe and identify all technology which (a) Consultant intends to use in performing Services under this Agreement, (b) is either owned solely by Consultant or licensed to Consultant with a right to sublicense and (c) is in existence in the form of writing or working prototype prior to the Effective Date ("**Background Technology**"). Consultant agrees that any and all Work Product conceived, written, created or first reduced to practice in the performance of Services under this Agreement shall be the sole and exclusive property of Company.

4.6 Assignment of Work Product. Except for Consultant's rights in the Background Technology, Consultant irrevocably assigns to Company all right, title and interest worldwide in and to the Work Product and all applicable intellectual property rights related to the Work Product, including without limitation, copyrights, trademarks, trade secrets, patents, moral rights, contract and licensing rights (the "**Proprietary Rights**"). Except as set forth below, Consultant retains no rights to use the Work Product and agrees not to challenge the validity of Company's ownership in the Work Product. Consultant hereby grants to Company a non-exclusive, irrevocable, assignable, royalty-free, and world-wide right, with rights to sublicense through multiple tiers of sublicensees, to distribute, reproduce, make derivative works of, publicly perform, and publicly display in any form or medium, whether now known or later developed, make, have made, use, sell, import and offer for sale the Background Technology incorporated or used in the Work Product for the purpose of developing and marketing the products of Company or their respective customers, as determined by Company.

4.7 Waiver or Assignment of Other Rights. If Consultant has any rights to the Work Product that cannot be assigned to Company, Consultant unconditionally and irrevocably waives the enforcement of such rights, and all claims and causes of action of any kind against Company with respect to such rights, and agrees, at Company's request and expense, to consent to and join in any action to enforce such right. If Consultant has any right to the Work Product that cannot be assigned to Company or waived by Consultant, Consultant unconditionally and irrevocably grants to Company, an exclusive, and causes of action of any kind against Company with respect to such rights, and agrees, at Company's request and expense to consent to and join in any action to enforce such right. If Consultant has any right to the Work Product that cannot be assigned to Company or waived by Consultant, Consultant unconditionally and irrevocably grants to Company, an exclusive, irrevocable, assignable, perpetual, worldwide, fully paid and royalty-free license, with rights to sublicense through multiple levels of sub-licensees, to reproduce, create derivative works or distribute, publicly perform and publicly display by all means now known or later developed.

4.8 Assistance. Consultant agrees to cooperate with Company or its designee(s), both during and after the term of this Agreement, in the procurement and maintenance of Company's rights in Work Product and to execute, when requested, any other documents deemed necessary by Company to carry out the purpose of this Agreement.

4.9 Enforcement of Proprietary Rights. Consultant will assist Company in every proper way to obtain, and from time to time enforce, any and all Proprietary Rights relating to Work Product. To that end, Consultant will execute, verify and deliver such documents and perform such other acts (including appearances as a witness) as Company may reasonably request for use in applying for, obtaining, perfecting, evidencing, sustaining and enforcing such Proprietary Rights and the assignment thereof. In addition, Consultant will execute, verify and deliver assignments of such Proprietary Rights to Company or its designee. Consultant's obligation to assist Company with respect to Proprietary Rights relating to such Work Product in any and all countries shall continue beyond the termination/ expiry of this Agreement, but Company may compensate Consultant at a reasonable rate after such termination/ expiry for the time actually spent by Consultant at Company's request on such assistance.

4.10 Execution of Documents. In the event Company is unable for any reason, after reasonable effort, to secure Consultant's signature on any document needed in connection with the actions specified in the preceding Sections 4.8 and 4.9, Consultant hereby irrevocably designates and appoints Company and its duly authorized officers and agents as its agent and attorney in fact, which appointment is coupled with an interest, to act for and in its behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraph with the same legal force and effect as if executed by Consultant. Consultant hereby waives and quit claims to Company any and all claims, of any nature whatsoever, which Consultant now or may hereafter have for infringement of any Proprietary Rights assigned hereunder to Company.

5. CONSULTANT REPRESENTATIONS AND WARRANTIES. Consultant hereby represents and warrants that (a) the Work Product/ Services will be an original work of Consultant and any third parties will have executed assignment of rights reasonably acceptable to Company, (b) neither the Work Product/ Services nor any element thereof will infringe the Proprietary Rights of any third party; (c) neither the Work Product/ Services nor any element thereof will be subject to any restrictions or to any mortgages, liens, pledges, security interests, encumbrances or encroachments; (d) Consultant will not grant, directly or indirectly, any rights or interest whatsoever in the Work Product to third parties; (e) Consultant has full right and power to enter into and perform this Agreement without the consent of any third party; (f) Consultant will take all necessary precautions to prevent injury to any persons (including employees of Company or Company's customer) or damage to property (including property of Company or Company's customer) during the term of this Agreement; and (g) should Company or its customer permit Consultant to use any of Company's or Company's customer's equipment, tools, or facilities during the term of this Agreement, such permission shall be gratuitous and Consultant shall be responsible for any injury to any person (including death) or damage to property arising out of use of such equipment, tools or facilities, whether or not such claim is based upon its condition or on the alleged negligence of Company or Company's customer in permitting its use.

6. INDEMNIFICATION. Consultant will indemnify and hold harmless Company, its officers, directors, employees, sub-licensees, customers and agents from any and all claims, losses, liabilities, damages, expenses and costs (including attorneys' fees and court costs) which result from a breach or alleged breach of any provision/ term of this Agreement (a "Claim") or applicable law, provided that Company gives Consultant written notice of any such Claim and Consultant has the right to participate in the defense of any such Claim at his/her expense. From the date of written notice from Company to Consultant of any such Claim, Company shall have the right to withhold from any payments due to the Consultant under this Agreement, the amount of any defense costs, plus additional reasonable amounts as security for Consultant's obligations under this Section 6.

7. LIMITATION OF LIABILITY: IN NO EVENT OR UNDER ANY CIRCUMSTANCE SHALL COMPANY BE LIABLE TO THE CONSULTANT OR TO ANY THIRD PERSON CLAIMING RIGHTS DERIVED FROM CONSULTANT'S RIGHTS, IN CONTRACT, TORT OR OTHERWISE, FOR INDIRECT, SPECIAL, INCIDENTAL, EXEMPLARY, PUNITIVE OR CONSEQUENTIAL DAMAGES OF ANY KIND WHATSOEVER EVEN IF ADVISED OF THE POSSIBILITY OF SUCH DAMAGES.

NOTWITHSTANDING ANYTHING CONTAINED IN THIS AGREEMENT TO THE CONTRARY, THE TOTAL AGGREGATE LIABILITY OF COMPANY UNDER THIS AGREEMENT SHALL NOT EXCEED THE AMOUNT PAID TO THE CONSULTANT FOR THE SERVICES RENDERED HEREUNDER.

8. INSURANCE: Consultant shall maintain at its own cost and expense throughout the term of the Agreement and any extensions thereof, adequate insurance policies to insure its potential liabilities and relevant risks under this Agreement and as may be customary in the business in which the Consultant is engaged.

9. TERM AND TERMINATION.

9.1 Term: This Agreement shall be valid for a period of Three (3) months from the Effective Date, unless terminated according to the terms herein. Provided that the Company may at its sole option renew the said validity period for such further period/s and on such terms and conditions, as the Parties may mutually agreed upon.

9.2 Termination by Company: Company may terminate this Agreement at its convenience without any reason, upon fifteen (15) days' prior written notice to Consultant, after which Consultant will be paid consultancy fees by the Company on a proportional basis as stated in the Work Order(s) for the satisfactory performance of the Services which has been performed till the effective date of such termination. Company may also terminate this Agreement immediately in its sole discretion upon Consultant's breach of any of the provisions of this Agreement and Company will not be obligated to compensate Consultant for any Services or Work Product not accepted as of such termination date.

9.3 Termination by Consultant. If the Company defaults in making the payment of the consultancy fees within the due date as mentioned under this Agreement, the Consultant may terminate this Agreement upon fifteen (15) days written notice thereof to the Company

9.4 Non-interference with Business. During and for a period of one (1) months immediately following termination/ expiry of this Agreement by either Party, each Party agrees not to directly or indirectly solicit or induce any employee, customer or independent consultant of the other Party (which includes existing and those who are in the process of discussions) to terminate or breach an employment, contractual or other relationship with such other Party.

9.5 Return of Company Property. Upon termination/ expiry of the Agreement or earlier as requested by Company and within five (5) days from the date of termination/ expiry or Company's request, Consultant will return to Company any and all drawings, notes, memoranda, specifications, devices, formulae, and documents, together with all copies thereof, and any other material containing or disclosing any Work Product, Third Party Information or Proprietary and Confidential Information of Company. Upon the Company's request, the Consultant shall certify in writing that all Confidential Information has been returned. Consultant further agrees that any property situated on Company's premises and owned by Company, including disks and other storage media, filing cabinets or other work areas possessed by the Consultant, is subject to inspection by Company personnel at any time with or without notice.

10. GENERAL PROVISIONS.

10.1 Governing Law and Dispute Resolution: This Agreement shall be governed and construed in accordance with the laws of India and the courts at Bangalore, India, shall have exclusive jurisdiction. All disputes, claims, suits and actions arising out of this Agreement or its validity will be finally decided in accordance with the provisions of the Indian Arbitration and Conciliation Act, 1996. The arbitral tribunal shall consist of a single arbitrator appointed mutually by both the Parties. The venue for arbitration shall be at Bangalore.

10.2 Severability: If any provision of this Agreement or the application thereof to any person or circumstance shall be invalid or unenforceable to any extent for any reason including by reason of any law or regulation or government policy or any amendment thereof, the remainder of this Agreement and the application of such provision to persons or circumstances other than those as to which it is held invalid or unenforceable shall not be affected thereby, and each provision of this Agreement shall be valid and enforceable to the fullest extent permitted by law. Any invalid or unenforceable provision of this Agreement shall be replaced with a provision that is valid and enforceable and most nearly reflects the original intent of the unenforceable provision.

10.3 Assignment/ sub - contracting: This Agreement shall not be assigned or sub contracted by Consultant without Company's prior written consent, and any such attempted assignment or sub contracting shall be null and void and of no effect.

10.4 Notices: All notices, requests and other communications under this Agreement must be in writing, and must be mailed by registered or certified mail, postage prepaid and return receipt requested, or delivered by hand to the Party to whom such notice is required or permitted to be given. All notices shall be deemed delivered (a) when actually received if personally delivered with acknowledgement; (b) when actually received, if sent by registered or certified mail as evidenced by Acknowledgement. The mailing address for notice to either Party will be the address as mentioned first above. Either Party may change its mailing address by notice as provided by this section.

10.5 Injunctive Relief A breach or threatened/ apprehended breach of any of the promises or agreements contained in this Agreement may result in irreparable and continuing damage to Company for which there may be no adequate remedy at law, and Company is therefore entitled to seek injunctive relief as well as such other and further relief as may be appropriate.

10.6 Survival. The following provisions shall survive termination/ expiry of this Agreement: Section 4, Section 5, Section 6, Section 7, Section 9.4, Section 9.5, and Section 10.

10.7 Waiver. No waiver by Company of any breach of this Agreement shall be a waiver of any preceding or succeeding breach. No waiver by Company of any right under this Agreement shall be construed as a waiver of any other right. Company shall not be required to give notice to enforce strict adherence to all terms of this Agreement.

10.8 Entire Agreement. This Agreement is the final, complete and exclusive agreement of the Parties with respect to the subject matter hereof and supersedes and merges all prior discussions between us. No modification of or amendment to this Agreement, nor any waiver of any rights under this Agreement, will be effective unless in writing and signed by the Party to be charged. The terms of this Agreement will govern all Work Orders and Services undertaken by Consultant for Company. In the event of any conflict between this Agreement and a Work Order, the Work Order shall control, but only with respect to the Services set forth herein.

IN WITNESS WHEREOF, the Parties have caused this Independent Consultant Services Agreement to be executed by their duly authorized representative.

PTWI India Private Limited

Consultant

Pradyumna Prakash Malakar

Pradyumna Prakash Malakar

Senior Manager – Human Resources

**Signature
Name**

Sensitive

**Doc # PTW-IN/Template/HR/004
Rev No.: 01**

**EXHIBIT - A TO
INDEPENDENT CONSULTANCY SERVICES AGREEMENT
WORK ORDER**

This Work Order is governed by the terms of an Independent Consultancy Services Agreement dated **October 10, 2022** between Company and Consultant. In the event that any item in this Work Order is inconsistent with that Agreement, the terms of this Work Order shall govern, but only with respect to terms expressly set forth in this Work Order.

Description of work: **monitoring and testing**

Start Date : **October 10, 2022**

End Date : **January 7, 2023**

Benefits: The Consultant shall be entitled to one (1) day of leave per month for which consultancy fees will be paid to the Consultant. Any leave over and above the said one (1) day in a month will result in deduction of proportionate consultancy fees for each such additional day of leave. The Consultant shall be allowed to carry forward a maximum of three (3) leaves per quarter into the next quarter, which has to be availed within the next quarter. It is clarified that the first quarter will start on the Effective Date. The Consultant shall not be entitled to encash any un-availed leave, whether during or after expiry or earlier termination of the Agreement.

Working Hours: As per the Project requirements, schedules and milestones communicated to the Consultant at the time of entering into the Agreement

Consultancy Fees : Total amount of Rs. **19,167** /- (**Rupees Nineteen Thousand One hundred and Sixty Seven Only**) per month

- The Consultancy Fee herein is inclusive of all taxes
- The Company will deduct income tax and other taxes in accordance with the laws for the time being in force.
- The Company may require the Consultant to work in night shifts and under such other terms and conditions which it may deem fit and notify to the Consultant from time to time. Considering this, the Company may, but it is not obligated to, make adjustments in the consultancy fees, which it may communicate to the Consultant from time to time.
- In the event that the Consultant requires certain additional time in achieving the Project milestones, due to no fault (non-performance) of the Consultant, PTW shall compensate the Consultant with such additional consultancy fees as may be determined at its sole discretion during such point in time.

PTWI India Private Limited

Consultant

Pradyumna Prakash Malakar

Pradyumna Prakash Malakar

Senior Manager – Human Resources

Name:

Date: -



Offer: Computer Consultancy

Ref: TCSL/DT20218711102/Ahmedabad

Date: 10/02/2022

Mr. Charan P Yadav
#10 1st Main At Street, Yedyur Jayanagar 6th Block#10,
Yedyur Ganaesha Temple,
Bangalore-560070,
Karnataka.
Tel# -

Dear Charan P Yadav,

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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS 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 and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential
TCSL/DT20218711102

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 382 009 India

Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com

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

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



BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹3,180/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹0/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,500/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.



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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year

TCS Confidential

TCSL/DT20218711102

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

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

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 05/09/2022

Deekshitha Krishna

C11071464

No.9/1, 7th main ,16th cross lakkasendra bangalore 560030

9148824556

Dear **Deekshitha Krishna**,

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

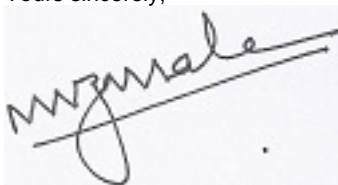
After accepting this Offer, we encourage you visit Countdown to the Company-

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on <https://indiacampus.accenture.com/myzone/accenture/auth/login>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

Deekshitha Krishna

Date: 15 Oct 2022

Mr S DHEERAJ KUMAR
11 corporation quarters Berlie street 1st
cross
shanthinagar 560025

Employee No: 2615754
Dear Mr S DHEERAJ KUMAR

Appointment Letter

We are pleased to appoint you in our organization as Sales Executive UCL subject to the following terms and conditions:

1. Your contract will commence from 15 Oct 2022 and expire on 15 Jan 2023 during which you will render services to our Client at Bangalore subject to the terms and conditions of the engagement letter executed by you on 15 Oct 2022 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc. and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.
8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of

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Cheque or by directly crediting the amounts to your bank account.

9. The salary payout will be made latest by 1st of the following month.
10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.
11. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.
12. The nature of your relationship with TeamLease will be that of contract of service from 15 Oct 2022 to 15 Jan 2023 . Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.

We at TeamLease would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of terms and conditions.

TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provide to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed



(Authorized Signatory)

Signature and date:
Name: S DHEERAJ KUMAR

Salary Annexure

Employee No: 2615754

Particulars	Amount
Basic	6491
House Rent Allowance	2596
Employer PF Contribution	1486
ESIC - Employer	528
Insurance	6
Works Allowance	5893
Statutory Bonus	1248
TotalAmount	18248
Amount In Words(Rs)	Eighteen Thousand Two Hundred Forty Eight Rupees

Net Pay Annexure

EARNINGS	Amount
Basic	6491
House Rent Allowance	2596
Works Allowance	5893
Statutory Bonus	1248
Gross Earnings	16228
DEDUCTIONS *	Amount
Employee ESI	122
Employee PF	1486
Professional Tax	200
Total Deduction	1808
Net Salary	14420

* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961

** Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature

Mandatory Training Programme - Prevention of Sexual Harassment at Work Place - The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of

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sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : <https://tconnect.teamlease.com/Learning>

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.



National College Jayanagar <ncjplacements@gmail.com>

Fwd: Selected candidate list:- Campus interview- InsighTEKGC

3 messages

sumeet jain <sumeet.jain@aicm.edu.in>

Tue, May 31, 2022 at 6:49 PM

To: National College Jayanagar <ncjplacements@gmail.com>, aps.commerceplacement@gmail.com,

divyashree@vvndegreecollege.in

Cc: Anoop K <anoop@insightekgc.com>

Dear All,
FYR and FYI

Dear Sumeet,

Good evening.

Enclosed is the updated list of candidates we have selected for our organization.

We would like to on-board them on or before 15th June 2022, please communicate with the candidates once.

Our HR department would be sending a formal email to all selected candidates and will connect with them to brief about the documentation process.

Please let me know in case of any further information is required from our end.



Warm Regards,

Anoop Nair

Sr. Manager at InsighTek Global Pvt, Ltd.

Phone: 91-8590546860

Email: anoop@insightekgc.com

India | USA | Singapore | Australia |

UAE

www.insightekgc.com



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Regards,
Sumeet S
Assistant Professor



Book2.xlsx
14K

National College Jayanagar <ncjplacements@gmail.com>
To: jpvncj@gmail.com

Tue, May 31, 2022 at 6:58 PM

[Quoted text hidden]

Book2.xlsx
14K

National College Jayanagar <ncjplacements@gmail.com>
To: jpvncj@gmail.com

Tue, May 31, 2022 at 6:59 PM

----- Forwarded message -----

From: **sumeet jain** <sumeet.jain@aicm.edu.in>

Date: Tue, 31 May, 2022, 6:49 PM

Subject: Fwd: Selected candidate list:- Campus interview- InsighTEKGC

To: National College Jayanagar <ncjplacements@gmail.com>, <aps.commerceplacement@gmail.com>, <divyashree@vvndegreecollege.in>

Cc: Anoop K <anoop@insightekgc.com>

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Sl.no	Name	Contact no	Email id	esent addre
1	MOKSHA S SOLANKI	8431750364	alishasolanki802@gmail.com	No.36/1,5th f
2	ANUSHA.S	9742316044	anu.mahesh251@gmail.com	#56, 4th cros
3	L SUSHMITHA	9916084498	lsushmitha236@gmail.com	#46/10,ayapp
4	NAVYA K RAMESH	9482604842	Navyaramesh1921@gmail.com	#4.16/2, 1st c
5	SARALA.A	7411688504	susansarah4401@gmail.com	#667,4th mai
6	ANJALI.S	8660962945	anjalisanjali030@gmail.com	#150,narayar
7	SHREYA RAO.G	8123850102	shreyaraog30@gmail.com	No.76,7th crd
8	CHINMAYI.K	7090726774	shreechin007@gmail.com	#GF-A, sri bal
9	ARPITHA.A	9538525987	arpithaanand99gmail.com	#46/D,11th c
10	JEENAL JAIN	9886089621	jeenaljain211@gmail.com	shapooraji pa
11	KHUSHI.R	9353483166	khushidaga47095@gmail.com	504,B1 block,
12	PRERANA .R. WADHWA	6363252794	preranawadhwaneew@gmail.com	#3,33rd main
13	RAKSHITHA.R	6366690981	arakshitha2001@gmail.com	#866,13th ma
14	NEHAL A DHOKA	8150959644	nehaldhoka12@gmail.com	flat no 302 br
15	JAYASHREE.S	9113078416	jayashree22122000@gmail.com/jayashre	#285/1st bloc
16	NAVEEN JAIN	6361925570	naveenjain.nj001@gmail.com	divyaprakash
17	AISHWARYA V	9901312897	vaishuv1808@gmail.com	#992,1t floor
18	PAVITHRA M	9740446711	pavimunirathnam18@gmail.com	#799 1st cros
19	Lagan S Lodha	7795445363	lagan218s@gmail.com	No.91,5th crd
20	Shwetha S	9538717341/96862279538	itsme.shwetha20@gmail.com	#514 29th A f
21	NAGALEKA.M	9790950031	NAGALEKHAM@GMAIL.COM	SWAMITHA B
22	Sushmita C.K	8904563352	maanvick0456@gmail.com	#19,13th cros
23	Deepika P.C	6364831016/9686660970	deepikadeepu28102001@gmail.com	no. 13, 3rd cr

Permanent address	College name	Edu qua	Q test score	Status	Face to Face meeting
No.36/1,5th floor	Bangalore central university	BBA	11	Final Select	On 31st May 2022 11 AM to 1 PM IST
#56, 4th cross	National college	B.com	12	Final Select	On 30th May 3 to 5 PM IST
#46/10, ayappa	V.V.N Degree college	B.com	9	Final Select	On 31st May 2022 11 AM to 1 PM IST
#4.16/2, 1st cross	Bangalore central university	B.com	10	Final Select	On 31st May 2022 11 AM to 1 PM IST
#667,4th main	NA	B.com	7	Final Select	31st May 2022 2PM to 5 PM IST
#150,narayana	National college	B.com	10	Final Select	On 30th May 3 to 5 PM IST
No.76,7th cross	National college	B.com	11	Final Select	On 30th May 3 to 5 PM IST
#GF-A, sri bala	National college	B.com	10	Final select	On 30th May 3 to 5 PM IST
#46/D,11th cross	National college	B.com	12	Final Select	On 30th May 3 to 5 PM IST
shapooraji park	Arihant group of institutions	BBA	13	Final Select	On 30th May 10 to 12 PM IST
504,B1 block,	Arihant group of institutions	B.com	12	Final Select	On 30th May 10 to 12 PM IST
#3,33rd main	National college	B.com	13	Final Select	On 30th May 3 to 5 PM IST
#866,13th main	National college	B.com	15	Final Select	On 30th May 3 to 5 PM IST
flat no 302 block	Arihant group of institutions	B.com	9	Final Select	On 30th May 10 to 12 PM IST
#77,janya nivasa	National college	B.com	11	Final Select	On 30th May 3 to 5 PM IST
divyaprakash	Arihant group of institutions	B.com	12	Final Select	On 30th May 10 to 12 PM IST
#992,1st floor	NA	B.com	13	Final Select	On 30th May 10 to 12 PM IST
#799 1st cross	National college	B.com	2	Final Select	On 30th May 3 to 5 PM IST
No.91,5th cross	Arihant group of institutions	B.com	11	Final Select	On 30th May 10 to 12 PM IST
#514 29th A main	V.V.N Degree college	B.com	8	Final Select	30th May 10 AM to 12PM IST
SWAMITHA ENCLAVE	National college	B.com	9	Final Select	31st May 2022 2PM to 5 PM IST
#19,13th cross	V.V.N Degree college	B.com	5	Final Select	On 31st May 2022 11 AM to 1 PM IST
malavalli talu	National college	B.com	9	Final Select	On 30th May 3 to 5 PM IST

Expected DOJ

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**SYNERGY
CIRCUITS**

Synergy Circuits Private Limited
"Alay Arcade", No. 1038, 2nd Floor,
7th Cross, 7th Block, HMT Layout,
Vidyaranyapura, Bengaluru 560097

T: 080 2544 9888
E: info@synergycircuits.com
W: www.synergycircuits.com

December, 2022

Ref No: SYN/Offer/20221201

Ms. Prakruthi K.S

Sub: Letter of Offer

It was indeed a great pleasure for us to discuss your employment in our Organization.

As discussed, we are pleased to offer you the position of "HR - OFFICE ADMIN" on the terms and conditions agreed upon, between us. Which will be specified in the formal letter of appointment, at the time and date of joining our company.

The compensation will be Rs 3,00,000/- (Three Lakhs only) CTC per annum.

Please bring your original documents for verification as standard company records policy, and email the soft to the below:

1. Entire Educational Certificates.
2. PAN Card.
3. Aadhaar Card
4. Passport-size photographs
5. Experience letter.

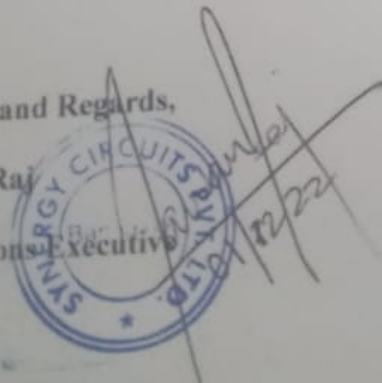
You will be on probation for a period of 3 months and need to sign an NDA.

We look forward to a mutually beneficial and rewarding relationship with you in our organization.

Thanks and Regards,

Pawan Raj

Operations Executive





Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1811348

Letter of Intent ("LOI")

Dear Raghu C,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A3** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1811348**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1811348**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1811348**

Thanking you,
Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

ANNEXURE 1

Raghu C

Associate and A3

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,75,000/- (Rupees Two Lakh Seventy-Five Thousand only)**. **Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will continue at INR 2,75,000/- (Rupees Two Lakh Seventy-Five Thousand only)**. On completion of 1 year of service from your date of joining, you will receive a fixed incentive of **INR 25,000 (Rupees Twenty-Five thousand only)**

Based on your Date of Joining, your compensation shall be paid monthly. The Company shall deduct tax at source at the time of making payment

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

November 14, 2022

Raju T
Chitradurga,
Karnataka 577501

OFFER LETTER

Dear Raju T,

Here at Navi, we believe that a company should be measured by the quality of its people. That's why we invest significant time and resources in hiring the best.

With that in mind, it gives me great pleasure to say: Welcome Aboard!

Navi is on a mission to make financial services simple, accessible and affordable and in doing so, we hope to positively impact millions of lives.

In the following pages, you will see the key terms and conditions that govern your employment and the details of your compensation and benefits.

Please note that this offer is subject to the successful completion of background and credential checks.

We look forward to a mutually rewarding, positively challenging and meaningful relationship.

We hope that this opportunity gives you the chance to do some of the best work of your life.

Sincerely,
For **Navi Finserv Limited**

A handwritten signature in blue ink, appearing to read 'Manan'.

Manan Vaidya
Head – Human Resources

Navi Finserv Limited

E: corporate_finserv@navi.com | T: +91 8951904682 | www.navifinserv.com | CIN: U65923KA2012PLC062537
Registered Office- Second Floor, AMR Tech Park, Hongasandra Village, Hosur Road, Bengaluru, Karnataka 560068

Offer Letter

24.11.2022

To

Ms. RHEA ELDHOSE,

No.38, 5th cross, Dodamma Pai layout, Bannerghatta, Bangalore 560078.

The word Company refers to "Bridge Consultants"

With reference to your application and subsequent interview, we are pleased to appoint you on the terms and conditions given below:

1. Designation : HR EXECUTIVE
2. Employee code : BB57
3. Date of Joining : 24.11.2022
4. Place of joining : Bangalore
5. You shall be entitled for a annual Gross salary of Rs 2,28,927 per annum (Rs. Two lakhs twenty eight thousand nine hundred and twenty seven per annum).

COMPONENT	AMOUNT	DEDUCTION	AMOUNT
BASIC	10017	PF Employee Contribution	1202
HRA	4293	ESI Employee Contribution	107
OTHER ALLOWANCES		PT	0
GROSS SALARY (A)	14310	TOTAL DEDUCTIONS (B)	1309

NET SALARY, C = (A-B)	13001
PF Employer Contribution, D	1302
ESI Employer Contribution, E	465
INCENTIVES, F (Upon doing Target)	3000

CTC PER MONTH, G= (A+D+E+F)	19077
CTC PER ANNUM, H= G*12	228927

6. You would be on Probationary period for 30 days. During the period, you should send minimum 10 suitable candidates for the interview. Failing which, your services will not be required to us as the basic expectation itself is not met. The salary for that probationary period will be paid for the number of days worked only. Sundays/public holidays/leaves taken will not be counted in this settlement.
7. In addition to the normal responsibilities / duties associated with the above post you can be assigned any other duties as may be deemed necessary.

Bengaluru Office : #108, Sai Sumukha Classic, Kothanur Main Road, RBI Layout, J.P Nagar 7th Phase, Bengaluru - 560078.

Chennai Office : #53B, 2nd Floor, Venkatapuram, Kalikuppam Road, Ambattur, Chennai - 600 053.

PAN : AARFB3798F | GSTIN : 33AARFB3798F1Z4 | 9176 70 70 70



8. Your services shall be available at any of the offices or branches of the company or in any department of the company.
9. You are eligible for 7 days of casual leaves in a year. In first three months, you wouldn't be eligible for any paid leave
10. In case, the performance of the permanent employee is not satisfactory, the management has the right to terminate giving 15 days prior notice to the person.
11. You need to give 30 days prior intimation to the management if you are planning to get relieved from the services (either medical or non medical). You need to work without any leave for 30 days for the notice period. Failing which the management has the right to consider the unsettled previous month's salary as compensation/adjustment for non-serving notice period. Joining and leaving the company in less than 30 days period is not entitled for any salary for that period.
12. During that 30 days notice period, you need to complete minimum 50% of the recruitment target assigned; else the salary for that notice period cannot be claimed.
13. In case of resignation, you need to replace your position with a new person to complete the relieving formalities.
14. In case of you leaving the company in less than 12 months period be it personal / Management's decision, the management has got all the rights to take decision towards the full and final settlements.
15. At the time of leaving the company, you need to handover all the company belongings which were under your custody. As a safety measure from the management side, we will be withholding Rs.500 from your 1st month salary. That amount will be released during your full and final settlement (Under the condition you having worked minimum 12 months with us and completed all the relieving formalities).
16. In case of you leaving the services within 12 months period, Experience certificate will not be given.
17. Your CV should not be present in any Job Portals for the minimum period of 1 year. In case if it is present, Management has got all the rights to decide upon the continuity of your services.
18. The management has got all the rights to terminate the services of the employee without any prior notice if the activities of the employee do not comply with the organizational rules and policies.
19. Please sign the duplicate copy of this contract in token of your acceptance of your appointment on the terms and conditions therein.

For BRIDGE CONSULTANTS,

Managing Partner.



Declaration:

I have read and understood the service rules of the company and will abide by them.

Accepted.

Accepted.



(Candidate Signature)

(Father/ Husband/Guardian)

Bengaluru Office : #108, Sai Sumukha Classic, Kothanur Main Road, RBI Layout, J.P Nagar 7th Phase, Bengaluru - 560078.
Chennai Office : #53B, 2nd Floor, Venkatapuram, Kalikuppam Road, Ambattur, Chennai - 600 053.

PAN : AARFB3798F | GSTIN : 33AARFB3798F1Z4 | © 9176 70 70 70



February 4, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Shashank .,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

A handwritten signature in black ink, appearing to read "Aparna Shailen", written over a horizontal line.

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of

the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

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.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of **Rs.14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the



HDB Financial Services Limited
2nd Floor, Wilson House,
Old Nagardas Road,
Near Amboli Subway,
Andheri East, Mumbai - 400069
Tel. : 022 - 7945 5000
Email : hdb.hrcompliance@hdbfs.com
Web : www.hdbfs.com
CIN - U65993GJ2007PLC051028

October 10, 2022

Ref:HDBFS/22-23/HRIC72817/Appt/161370

Ms.Shilpa B,
#100/1, M R Lane,
Manavarthipet,
Bangalore-560053

Dear Ms.Shilpa B,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as JR. OFFICER - CLASSIC ON PHONE on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

- a) You will be on probation for a period of 6 (six) months from the date of your employment. Subject to satisfactory performance during probation, your employment will be confirmed in writing. The Company shall have the absolute right to terminate your employment during the probation period by giving you 15 (fifteen) days' notice or salary in lieu thereof if your conduct, attendance, progress or performance is found to be unsatisfactory or for any other reason as the Company may in its sole discretion deem fit. If you wish to leave the employment with this Company during your probation period or post confirmation, you will mandatorily have to serve a minimum notice period of 1 (one) month or pay to the Company an amount equivalent to your 1 (one) months' salary in lieu of such notice period. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof.
- b) Your appointment will be subject to the Company receiving satisfactory references and Contact Point verifications. You are required to furnish the name(s) of the references, who have supervised you in a professional capacity at some stage in your academic / professional career as may be required by the Company.
- c) Your duties and responsibilities will be explained to you on your joining the Company.
- d) Your initial place of posting will be at Bangalore .You are initially assigned to services at our client premises, CMA CENTENARY TOWER. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.

Registered Office : Radhika, 2nd Floor, Law Garden Road, Navrangpura, Ahmedabad-380 009.



Annexure A- Trainee Psychologist Offer Letter

Date: 26th November 2022

Place: Bangalore

Name: Shreenidhi DS

Address:

#247, 7th Main, FI-102,
Srinidhi Residency, Bsk, 5th stage,
Bangalore-560061

Dear Shreenidhi,

Congratulations! We welcome you to join the Insighte family and our efforts in creating a more inclusive world.

Insighte is a venture registered under Insighte Childcare Private Limited. We are delighted to offer you a **Trainee Psychologist** role as **“College Inclusion Facilitator”**. In this role you will be facilitating inclusion of Neurodiverse children or children with disabilities.

Kindly note that this is a provisional agreement between “The Client,” “The Company”, the **“Trainee”** and will be in effect immediately upon starting the services with the child. The Trainee Psychologist is required to abide by all the clauses under “Annexure A” of this agreement.

You would be working with the minor children of the “clients” assigned by Insighte hereinafter referred as “Company” in their school or home settings.

You will be assigned a designation of **“Assistant Child Psychologist”** on satisfactory completion of your **six months training and full time position with us.**

You agree to serve the child for a minimum period of **December 2022- January 2023.**

You agree not to engage in any other work without the consent of the company between 8 AM to 6 P.M during which the company reserves the right to allot you any client for which suitable stipend will be provided.

You are required to apply your professional and educational expertise in working with the



children assigned by the company.

You would also work closely with the leadership and supervision team at Insighte in implementing the individualized plans for each child assigned by the company.

You would need to attend training, certificate courses and any other training assigned to you by Insighte inside and outside the work hours to ensure the quality of your service delivery.

Please find the details of the client assigned to you attached below

ASSIGNED CLIENT					
Client's Name	Parent's Name	Timings	Work Location	Start Date	Case Brief
Keshav	Anupama	8:00 AM to 4:00 PM	Christ University Bangalore	30th November 2022	College Inclusion Facilitator

1. STIPEND/REMUNERATION:

You will be paid a sum of **Rs 15000 per month**- in words. **Rs. Fifteen Thousand only**- in exchange for your services. Applicable taxes will be deducted from your stipend/remuneration each month

Any additional clients assigned in the future you will be remunerated based on the time and efforts towards the same upon full time Trainee Psychologist with Insighte.

The **Trainee Psychologist** is not to engage in any form of negotiation or receive any other payments or benefits in cash or kind without the consent of the company. If the Trainee Psychologist engages with any of the clients/children in agreement or within six months of termination of their contract with the company the Trainee Psychologist needs

to pay compensation of Rs 50000/- to the company.

2. LEAVE POLICY:

You are allowed to take one leave per month for medical emergencies and any additional leave that is taken may be deducted from your payment.

All school holidays will be leave for the **Trainee Psychologist** as well.

3. TERMINATION/ NOTICE PERIOD

The **Trainee Psychologist** can terminate the agreement with the “Company” by giving a sixty days’ notice period to ensure the company has sufficient time to hand over the client and ensure a smooth transition.

If the **Trainee Psychologist** terminates the agreement arbitrarily or without sufficient notice period for any reason they have to pay a suitable compensation of Rs 25000/- to the company as compensation for their efforts in hiring, training and supervision.

The company reserves the right to terminate the agreement by giving a seven day notice period if the performance of the **Trainee Psychologist** is not satisfactory.

Other termination clauses as per the Trainee Psychologist Agreement may apply.

4. TRANSPORTATION –

The **Trainee Psychologist** is expected to avail their own means of transport and no separate reimbursement will be provided for the same.

5. CLIENT CONFIDENTIALITY

The **Trainee Psychologist** is required to maintain a high degree of client confidentiality and professionalism and do not divulge or share any personal information of the client or any reports with a third party.

To complete your on-boarding process

1. Kindly email back all your KYC documents, academic documents, work experience certificates
2. Watch the onboarding video given to understand what is expected from you - [Insighte Onboarding Video](#)
3. Take a printout of Annexure B, sign it and send it back in reply to the mail
4. Kindly go over the Employee Handbook.
5. Reach out to the Insighte Admin Team by hr@insighte.in or careers@insighte.in to finish the remaining process
6. Kindly join our Telegram Group using this link - [Insighte](#)
7. Kindly download the Kriyo App using this link - [Kriyo App](#)
8. Go over the Trainee Psychologist Agreement and send signed copy of the same

I agree to the above terms and conditions mentioned above and accept this offer.

Name:

Place:

Signature:



Trainee Psychologist Agreement - Annexure A

This Trainee Psychologist Agreement (hereinafter “Agreement”) is hereby entered into as on this undersigned date in this agreement.

BY AND BETWEEN

“Insighte” a social venture under “Insighte Childcare Private Limited” a private limited company incorporated under the provisions of the Companies Act, 2013 having its registered office at Noble Dale TC 12/1146 5 Thekkumoodu Vanchiyur Trivandrum Kerala hereinafter to be referred as “Company” which term shall include parent and subsidiary companies and permitted assigns.

WHEREAS, the Company is in the business of providing various mental health and healthcare related services for children.

WHEREAS, the “Trainee” _____ % _____ with the address _____ is any person designated by the company to work with their client in the role of _____ (School Inclusion Facilitator/Assistant Child Psychologist).

The “Child” refers to any minor child he/she/they assigned by the “Company” receiving professional services from the Trainee Psychologist .

WHEREAS, the “Client” is any parent of the minor child who wishes to engage the Trainee Psychologist to provide certain healthcare services through Insighte.

The Company and Trainee Psychologist are hereinafter collectively referred to as the “Parties” and individually referred to as the “Party”.

“Schedule B” refers to the offer letter that is shared as part of this agreement.

NOW, THEREFORE, in consideration of the mutual covenants and agreements set forth below, it is hereby covenanted and agreed by the Company and the Trainee Psychologist as follows:

1. Terms of the Agreement

The term of the Agreement shall begin on the signed date of this agreement and continue for as long as the agreement is in place, unless terminated earlier as set forth in the Agreement. The term of the Agreement may be extended by the “Company” by written or email intimation to the other party.

The Trainee Psychologist agrees that he/she/they will at all times faithfully, industriously, and to the best of their skill, ability, experience and talents, perform all of the duties required of their position. In carrying out these duties and responsibilities, the Trainee Psychologist shall comply with all Company policies, procedures, rules and regulations, both written and oral, as are

announced by the Company from time to time. It is also understood and agreed to by the Trainee Psychologist that their assignment, duties and responsibilities and reporting arrangements may be changed by the Company in its sole discretion without causing termination of the agreement.

2. Position and Responsibilities

Position Title for the Trainee Psychologist is as agreed between the Company and the Trainee Psychologist as per the "Annexure B" / offer letter sent along with this agreement.

2.1 The Trainee Psychologist is required to perform the following duties and undertake the following responsibilities in a professional manner.

- (a)- Will follow a child first and neurodiversity based approach with the child.
- (b) - Will provide academic, behavioral, social skills support to the child in relevant areas.
- (b) – Will work on helping the child manage their behaviors.
- (c) – Will help the child cope with social-emotional concerns.
- (d) – Will facilitate the child's holistic development.
- (e) – Will promote areas of interest and empower them.
- (f) – Will travel to the workplace assigned.
- (g) – Will enroll in various courses and workshops in order to upgrade the existing skillset.
- (h) – Will maintain a professional setting.
- (i)- Will not arbitrarily reject clients assigned by Insighte.
- (j) Other duties may arise from time to time and may be assigned to the Trainee Psychologist .

2.2 The Trainee Psychologist believes in the value and mission the company brings to its operation and would use their skills to the best of their ability to make the children's experience better.

2.3 The Trainee Psychologist shall take direction from the leadership team of the company or any said person assigned by the company. Additional services or amendments to the services described above to be agreed upon by all the parties.

2.4 Provide any service the professional is qualified to provide for the client.

2.5 To provide the service on travel to the assigned school/ home or any other service location mutually agreed by the client and the trainee.

2.6 To attend any trainings, supervision and certificate programs assigned by the company.

2.7 To submit monthly reports, session plans, prepare goals and IEP for the child and submit the same as per the requirements of the "Company".

2.8 To Follow the rules and regulations as per the work policies or any other work memo or email issued from time to time.

2.9 To keep the confidentiality of the sessions and not divulge any details of the child, client or the company to any other third party or use it in anywhere else without written consent from the “Company”.

3. Compensation

3.1 Subject to providing the services as outlined above, the Trainee Psychologist will be paid the sum agreed on completion as per the "Schedule B" after the completion of the first month.

3.2 The payment can vary based on the actual hours and sessions of each month.

3.3 Any required taxes or TDS will be deducted as per applicable laws.

4. Relationship

The Trainee Psychologist will provide the services to the Company in an independent capacity and is not entitled to any other full-time benefits for employees mandated by law.

Accordingly:

4.1 The Trainee Psychologist agrees that the Company shall have no liability or responsibility for the withholding, collection or payment of any taxes, employment insurances or Pension Plan contributions on any amounts paid by the Company to the trainee. The Trainee Psychologist also agrees to indemnify the Company from any and all claims in respect to the Company’s failure to withhold and/or remit any taxes, employment insurance premiums or any other benefits.

4.2 The Trainee Psychologist may need to do a minimum of five observation or rapport building sessions before taking over from another Trainee Psychologist that may be unpaid based on the nature of the engagement.

4.3 The Trainee Psychologist need to take prior permission from the company before engaging in any other work with a third party or privately or join any other courses during the scheduled work hours.

4.4 The Trainee Psychologist has no authority to and will not exercise or hold itself out as having any authority to enter into or conclude any contract or to undertake any commitment or obligation for, in the name of or on behalf of the Company.

4.5 The Trainee Psychologist will not indemnify or hold the company accountable for any physical. Monetary, emotional or any other legal implications that can arise in the future or any other incident in the line of work.

4.6 The Trainee Psychologist will not engage with any child/clients assigned by the “Company” within six months of their termination of this agreement.

5. Obligations of the Trainee

5.1 Upon execution of the agreement, the Trainee Psychologist shall not engage in any sort of theft, fraud, misrepresentation or any other illegal act neither in the employment space nor outside the premise of employment. If he/she/they shall do so, the Company shall not be liable for such an act done at his own risk.

5.2 The Trainee Psychologist further promises to never engage in any theft of the Company's property or attempt to defraud the Company in any manner.

5.3 The Trainee Psychologist shall always ensure that his/her/their conduct is in accordance with all the rules, regulations and policies of the Company as notified from time to time.

5.4 The Trainee Psychologist shall not take up part-time or full-time employment or consultation with any other party or be involved in any other business without the written consent of the company.

5.5 The Trainee Psychologist shall always ensure that his/her conduct is in accordance with all the rules, regulations and policies of the Company as notified from time to time, including but not limited to Leave Policy and Sexual Harassment Policy.

5.6 The Company hereby prohibits the Trainee Psychologist from engaging in any sexual harassment and the Trainee Psychologist promises to refrain from any form of sexual harassment during the course of employment in and around the premise of employment. If the Trainee Psychologist violates this term in the agreement, he/she/they shall be fully responsible for his/her/their actions and the Company shall not be held responsible for any illegal acts committed at the discretion of the Trainee

5.7 The Trainee Psychologist will submit video recordings or all the documents required for review and appraisal from time to time and the company can terminate the contract on non-submission or poor performance by giving seven days notice.

5.8 The Trainee Psychologist will not share client-related documents, passwords, photos or videos of the child to outside persons.

6. Leave Policy

6.1 The Trainee Psychologist is entitled to one day of leave in a month for any medical emergencies.

6.2 The Trainee Psychologist is entitled to take leave as per the school holidays calendar if the work environment is in the school or online classroom.

6.3 In the event that the Trainee Psychologist is absent from work due to sickness or injury, he/she will follow the Leave Policy and inform the company and the client by email within 24 hours.

6.4 If the Trainee Psychologist is absent from work due to sickness or injury for more than three consecutive days he/she/they must submit to the Company a self-certification form and also

inform the client via email. If such absence lasts for more than seven consecutive days the Trainee Psychologist must obtain a medical certificate from his/her/they doctor and submit it to the Company.

6.5 All the days in between the day of the leave taken and the Trainee Psychologist joining back to work with the client will be marked as the leave period.

7. Termination

7.1 The Trainee Psychologist need to give a 60 days notice period before termination of this agreement or pay compensation of Rs 25000/- if they want to discontinue the engagement with the company.

7.2 The Trainee Psychologist has to ensure that all client-related documents are submitted along with a smooth transition to the new Trainee Psychologist assigned to the case with a minimum of one week of handover sessions.

7.3 The Trainee Psychologist agrees that the Company may terminate their agreement at any time without notice or any further payment if the Trainee Psychologist is in breach of any of the terms of their Agreement.

7.4 The Company may terminate the Agreement at any time at its sole discretion, upon providing to the Trainee Psychologist 7 calendar days advance notice of its intention to do so.

7.5 If the Trainee Psychologist terminates the agreement arbitrarily, the company reserves the right to withheld any payments and inform their future employers or college regarding their behavior.

8. Penalty Clauses

8.1 The Trainee Psychologist can be penalized for not submitting reports on time, not attending training sessions, company meetings or any other behavior that is deemed inappropriate for the professional standards set by the company.

8.2 If the Trainee Psychologist breaches the contract and continues to work with the child or the client outside the agreement within the contract period or within six months of their termination of their agreement with Insighte they will have to pay Insighte a compensation of Rs 50000/- to compensate the monetary loss by the company.

8.3 The Trainee Psychologist agrees to not indemnify the company in any legal damages or any other punitive action due to any charges pressed by the clients or against the clients due to any physical, monetary, or any other loss that is incurred as part of the job role.

9. Obligations Surviving Termination of the Agreement

All obligations to preserve the Company's Confidential Information, Intellectual Property and other warranties and representations set forth herein shall survive the termination of the Agreement.

10. Covid Guidelines

10.1 The Trainee Psychologist will not hold the company liable if they contract covid

10.2 The Trainee Psychologist must be double vaccinated and take necessary booster shots as and when available.

10.3 The Trainee Psychologist must follow client safety protocol by being masked at all times, sanitizing themselves and doing regular temperature checkups.

10.4 The Trainee Psychologist should inform the company and the client if they have any symptoms or illness and refrain from taking sessions on that day and apply for leave.

11. Entire Agreement

The Agreement, together with the Service Agreement with the client, represents the entire agreement between the parties and the provisions of the Agreement shall supersede all prior oral and written commitments, contracts, and understandings with respect to the subject matter of the Agreement. The Agreement may be amended only by mutual written agreement of the party.

12. Client Assignment

The Agreement shall ensure to the benefit of and shall be binding upon each party's successors and assigns. Neither party shall assign any right or obligation hereunder in whole or in part, without the prior written consent of the other party. In the event of any demise or any other unfortunate circumstances, the said agreement will cease to exist and any pending remuneration will be settled in full.

13. Confidentiality and Intellectual Property

13.1 The Trainee Psychologist hereby acknowledges that they have read and agrees to be bound by the terms and conditions of the Company's confidentiality and proprietary information agreement attached hereto as Schedule "A" and the "Service Agreement" entered with the client and which forms an integral part of their Agreement.

13.2 The Trainee Psychologist hereby represents and warrants to the Company that it is not a party to any written or oral agreement with any third party that would restrict its ability to enter into this Agreement or Trainee Psychologist will not, by providing services to the Company, breach any non-disclosure, proprietary rights, non-competition, non-solicitation or other covenant in favor of any third party.

13.3 The Trainee Psychologist agrees that, they will not use any of the materials, reports, documents, reports or other confidential information that is shared or created by them while working for the company with any third party without the written consent of the company.

13.4 The Trainee Psychologist hereby agrees that, during the term of their Agreement and for two (2) year following the termination hereof, the Trainee Psychologist will not (i) recruit, attempt to recruit or directly or indirectly participate in the recruitment of any Company Trainee Psychologist or Trainee Psychologist s or (ii) directly or indirectly solicit, attempt to solicit, canvass or work with any customer or supplier of the Company in a manner that conflicts with or interferes in the business of the Company as conducted with such customer or supplier.

14. Non Disclosure

Absent prior written consent of the person listed in Section 3 or his/her designee, Trainee Psychologist shall not:

- (1) disclose, publish, or disseminate any information, not a matter of public record, that is received by reason of this Contract, regardless of whether the Trainee Psychologist is or is not under contract at the time of the disclosure; or
- (2) disclose, publish, or disseminate any information developed for Company under this Contract. Trainee Psychologist agrees to take all reasonable precautions to prevent any unauthorized use, disclosure, publication, or dissemination of the same information. All information and any derivatives thereof, whether created by Company or Trainee Psychologist under this Contract remains the property of the Company and no license or other rights to such information is granted or implied hereby. For purposes of this Contract, “derivatives” shall mean:
 - (i) for copyrightable or copyrighted material, any translation, abridgment, revision, or other forms in which an existing work may be recast, transformed, or adapted; and (ii) for patentable or patented material, any improvement thereon. (iii) Any training, client information or imitation of the content and materials shared with them in any other form or sharing with anyone outside the organization without their consent will be treated a violation of this clause. The Trainee Psychologist will return all

documents, records, and copies thereof it obtained during the development of the work product covered by this Contract. The company can proceed legally and sue the Trainee Psychologist for damages to their business in any such violation.

15. Indemnity

The Trainee Psychologist will defend, indemnify, and hold harmless “Company” and its corporate affiliates, or any of its or their respective directors, officers, owners, Trainee Psychologist s, agents, successors, and permitted assigns from and against any and all third-party claims, suits, proceedings, costs, and expenses (including, without limitation, attorneys’ fees) arising as a breach of the confidentiality obligations, breach of intellectual property provisions and breach of representation and warranties provisions herein; (b) violation of any applicable law.

16. Governing Law and Principles of Construction.

In case of any dispute or difference arising out of or in connection with this Agreement, the Parties shall first endeavor to settle such dispute or difference amicably, within a period of 30 (thirty) days from the date of notice of such dispute or difference from one Party to the other Party. In case the Parties fail to reach an amicable settlement within a period of 30 (thirty) days from the date of notice of such dispute or difference then such matter will be settled by arbitration by a sole arbitrator under the provisions of the Arbitration and Conciliation Act, 1996. The language of the arbitration shall be English. The seat and venue of arbitration shall be Bangalore, India. This Agreement is governed by the laws of India. Notwithstanding the foregoing, the courts in Bangalore, Karnataka, India shall have exclusive jurisdiction over all disputes arising hereunder, to the exclusion of any other court.

IN WITNESS WHEREOF, the parties hereto have caused the Agreement to be executed by their duly authorized representatives, effective as of the day and year first above written.

December 12, 2022

Sindhu N,

APPOINTMENT LETTER

Dear **Sindhu N**,

This is to confirm your contract with **Savantis Solutions** as **Analyst Trainee**. As per the discussion we had during the interview process, this is what we agreed upon:

1. Your date of joining is on **December 12, 2022**.
2. Your remuneration per annum is INR. **2,22,000 /- (Rupees Two Lakhs and Twenty-Two Thousand only)**.
3. Your agreement period will be for 01 (One) year & it can be extended as per business & client requirements.
4. You should start working with us on the intimated date, or else this offer stands cancelled.
5. On successful completion of contract period and subject to your performance you would be converted into fulltime employee.
6. As agreed by you, you will be working in the timings as per business & client requirements.
7. You will be required to maintain utmost confidentiality in respect of department documents of company and its customers.
8. Documents should be submitted on the day of joining, failing which this letter of offer stands cancelled.
9. Any of our Proprietary information and protection of Confidential information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even after termination.
10. You will devote your whole time and attention to promote the interest of the company and its customers and will not engage yourself in any other work either paid or in honorary capacity.
11. Your contract is being made based on information given in your application for the position. In case any information submitted by you is found false or incorrect, your employment will be deemed void ab initio and liable for termination without any notice or any remuneration in lieu thereof.
12. If you decide to part ways with the company, you need to serve 2 months' notice period for transition if you are on the customer project.
13. SAVANTIS SOLUTIONS INDIA PVT LTD is an at-will employer.

We are excited to have you as a part of Savantis family. We welcome you to Savantis.

Best Regards,
Savantis Solutions India Private Limited,



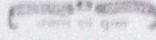
Pavani Sirikonda
(Human Resources)

(Sign and acknowledge)

Name:

Date:

CISF



CENTRAL INDUSTRIAL SECURITY FORCE
(Ministry of Home Affairs)

CISF UNIT SZ-I HQRS CHENNAI
CISF SZ-I HQrs Chennai
D Block, Rajaji Bhawan
Basant Nagar, Chennai
Tamil Nadu-600090

E-32017/Rectt/SSC CT(GD)-2021/SZ-I (RRC)/2022- 01

Dated:10-11-2022

To,

No. 9001030408
SAURAV SINGH

109 jamuni nivas 2nd phase champakadhama
LAYOUT bannerughatta Bengaluru
KARNATAKA 560083 Distt- BENGALURU,
State- KARNATAKA, PIN- 560083.

Subject:RECRUITMENT OF CONSTABLE/GD IN CENTRAL INDUSTRIAL SECURITY FORCE :
OFFER OF APPOINTMENT

Reference your selection to the post of Constable/GD in Central Industrial Security Force.

2. You have been provisionally selected for appointment as Constable/GD in CISF on the following terms and conditions:-

- i. You will draw the pay in the Pay Matrix Level-3, Rs.21700-69100.
- ii. Your appointment will be subject to the conditions given in the Agreement Form, which will be required to be filled at the time of reporting at

RTC RTC DEOLI
CISF RTC DEOLI, PO- DEOLI, TONK, RAJASTHAN
Nearest Airport:- JAIPUR
Nearest railway station:- KOTA JN
Nearest bus Depot:- DEOLI

- iii. You will be on probation for a period of two years.
- iv. The Appointing Authority may discharge you from service at any time during the period of probation, if in their opinion, your work or conduct during this period is considered unsatisfactory, or shows that you are not fit for permanent appointment.
- v. You will be considered for confirmation in service on your successful completion of probation and if you are found fit in every respect for confirmation.
- vi. It should be understood that your appointment is subject to any change in the Recruitment Rules framed from time to time and that you will have no claim for compensation in consequence of any such change. Further you will be subjected to the provisions of Central Industrial Security Force Act, 1968 (50 of 1968) and Central Industrial Security Force Rules, 2001 as amended from time to time.
- vii. You are liable for transfer to any station in the Union of India.
- viii. You are liable to be employed at any place within or outside India.

- ix. You are liable to serve in NSG, SPG or any other Force of the Country in the broader interest of National security.
- x. In case you belong to SC/ST category your appointment will be subject to the Caste/Tribe certificates being verified through the proper channels and if the verification reveals that your claim to belong to Scheduled Caste or Scheduled Tribe, as the case may be, is false, the services will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code for production of false certificates.
- xi. In case you belong to OBC category, you are required to submit the original OBC Certificate. In addition to this, you are also required to submit a declaration about your creamy layer status. Your appointment is provisional and is subject to the community certificate being verified through the proper channels. If the verification reveals that your claim or your declaration regarding your creamy layer status is false, your services will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of Indian Penal Code for production of false certificates.
- xii. In case you belong to EWS, your appointment is provisional and will be subject to the income and asset certificate being verified through the proper channels and if the verification reveals that the claim to belong to EWS is fake/false, your services will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code for production of fake/false certificate.
- xiii. If there is material evidence at a later date to prove that you had not met any of the criteria laid down for recruitment like domicile, category (SC/ST/OBC/EWS), educational, physical and medical standards etc, your provisional call up notice will be cancelled. You will further be liable to be terminated in case of the mistake coming to the knowledge of the department after your joining in the service.
- xiv. The vacancies are distributed amongst the States according to their population ratio. Domicile of the particular State are eligible for appointment against the vacancies allotted to that particular State. Your appointment is provisional and is subject to the status of domicile or domicile certificate being verified. If the verification reveals that the claim to belong to that particular State against whose vacancy your selection has been made is false, the services will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code.
- xv. You will be subjected to fresh medical examination at the time of reporting to RTC, if the validity period of one year from the date of fitness to joining service is over in terms of recruitment medical guidelines issued by MHA vide UO dated 20/05/2015. In such a situation, you will be allowed to the join the post after being found fit in fresh medical examination.

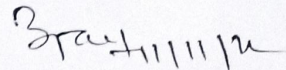
3. If you accept the above mentioned terms and conditions, you may report to Principal, RTC DEOLI on 23-12-2022 (FN) repeat on 23-12-2022 (FN) for joining the post of Constable/GD in the Central Industrial Security Force and undergoing the basic training .

4. In case you fail to report to the Training Centre by 23-12-2022(FN) , it will be presumed that you are not interested to accept this offer and the candidature will automatically stand cancelled. However, if you are not able to report to the Principal RTC DEOLI for joining the post of Constable/GD in the Central Industrial Security Force by 23-12-2022(FN) due to unavoidable or compelling circumstances, you may submit your request with full facts/justifications to the Principal RTC DEOLI. Your request for extension should reach the Principal RTC DEOLI by 20-12-2022 through speed post only failing which it will be presumed that you are not interested to join and your call up notice will be cancelled. You should enclose all necessary documents in support of your request for extension, which will be considered by the competent authority. The decision of the competent authority shall be final and binding. There will be no appeal against the order of the competent authority.

5. It is further informed that you are required to carry the following documents in original:-

- a. Two copies of Attestation Forms (Already supplied or enclosed) duly filled in completely. (In case the answer to any question of column No. 15(i) of attestation form is "YES" then you must submit complete details of the case to the Principal RTC DEOLI immediately by post on receipt of this call up notice for joining. Only on hearing from the Training Centre you will report for the basic training. It is once again reiterated that without forwarding the details in advance and without hearing from Training Centre you will not be allowed to join for the basic training).

- b. Certificate of Character (Annexure-IV format already supplied or enclosed), duly signed in appropriate column by the Sub-Divisional Magistrate/District Magistrate of your District.
- c. Character and antecedent certificate (format already supplied or enclosed) from your local SHO duly filled in completely and signed. Your recent passport size photographs should be affixed on the right side corner of the certificate which should be attested by the SHO.
- d. All original certificates pertaining to your educational qualifications, date of birth, belonging to SC/ST/OBC/EWS/Hillman/Tribesman and Sports/NCC/ Other extra-curricular activities.
- e. Two copies of your recent passport size photographs.
- f. In case, you are already employed in Govt/Quasi Govt/Public Sector undertaking etc, you should get yourself relieved after duly observing the formalities as applicable before reporting at above Training Centre.
6. If you had applied for other services before joining CISF, you should intimate all the details in this regard to the Principal Training Centre immediately on joining for basic training, failing which your request to leave the department on 'technical resignation' will not be considered.
7. You must open a simple saving bank account in your name in State Bank of India repeat State Bank of India before joining at the Training Center. You should bring passbook, chequebook and ATM card for drawal of payment. If feasible, you should also bring PAN Card and Aadhar Card (as proof of Identity) for easy and quick opening of your account for New Pension Scheme.
8. You should be in possession of sufficient money in your account, at least Rs.8000/- for your own mess deposit which will be deposited to the Training Centre at the time of reporting. The mess deposit will be done by cheque.
9. You should also carry your personal belongings including proper clothing and bedding and other items of daily use which may be required by you.
10. You are advised not to be in possession of jewellery or expensive ornaments.
11. You will not be allowed to carry mobile phones during the training activities.
12. You are also advised not to bring any expensive gadget or any expensive item.
13. No TA/DA will be admissible to you for this journey.
14. The "NEW RE-STRUCTURED DEFINED CONTRIBUTION PENSION SYSTEM" applicable for the new entrants to the Central Government Services w.e.f. 1st January, 2004 will also be applicable to you.



Signature of appointing authority with designation & date (Commandant only)

Encls(If not supplied earlier):

- i. Two Attestation Forms
- ii. Annexure-IV
- iii. **Form of SHO certificate.**

अजय कुमार खंडेलवाल
AJAY KUMAR KHANDELWAL
समूह कमाण्डेंट
GROUP COMMANDANT
के.ओ.सु.स. समूह मुख्यालय चेन्नई-90
CISF GP HQRS CHENNAI - 90



Name: S Sunil
Address: #82, 2nd Cross, Vivekananda Nagar,
Jal Bharat Nagar, Bangalore 560043
Contact Number: 9066351119
Email Address: sunilnewton098@gmail.com

OFFER OF EMPLOYMENT

Dear Sunil,

Further to the discussions during our selection process, we pleased to offer you the position of "Patrolling Officer" for "Bigo" process. Your annual cost to company (CTC) is **INR. 1,86,000/-P.A (One Lakh Eighty Six Thousand Only Per Annum)**. Your normal place of work will be at our office at HBR Layout, Bangalore.

A formal appointment letter will be issued to you on your joining with the CTC structure in accordance with the Company's policy and prevailing statutory norms. At the time of joining, you will be required to sign an Employee Agreement.

This is only an offer letter and does not entitle you for an appointment. On completion of all the joining formalities and fulfilling all documents will be formally appointed and inducted into the organization. Your employment will be governed by the rules, regulations and policies of the Company.

ECPL reserves the right to withdraw the offer made to you even after the acceptance of such offer by you, if ECPL becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made.

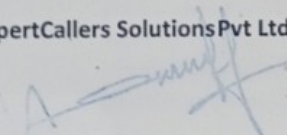
As a token of your acceptance, kindly sign the copy of this letter and return the same to us.

You are requested to submit the below mentioned documents on the day of joining:

- Educational Documents.
- Relieving letter/experience letter from previous employer (if any).
- PAN Card.
- Aadhar Card.
- Last 3 months bank statement//Passbook/Cancelled Cheque
- 4 Passport size photos.
- Family post card size picture for ESI (If applicable).
- 3 months' salary slips (if applicable).

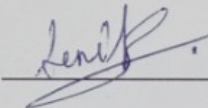
We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

ExpertCallers Solutions Pvt Ltd.,


Human Resources Manager
Hemant Bhaskar



Accepted:



Expertcallers Solutions Pvt Ltd
A Flatworld Solutions Enterprise



National College Jayanagar <ncjplacements@gmail.com>

List of selected candidates National College || Upskillz

2 messages

hire . <hire@upskillz.in>
To: ncjplacements@gmail.com

Sat, Oct 1, 2022 at 5:58 PM

**Dear Janaki,
Greetings from Upskillz!!**

Greetings from upskillz !!

Hope you are doing well!

Kindly find the below-attached list of selected candidates for the position of Business Development Trainee job role and also Inform the students to join the organization on a given date.

**Joining date: 10 October 2022
Location: Bangalore
Probation period: 04 Months**

--
Megha Desai
Human Resource


Contact Details
9364004926

 **List of Selected candidates __ The National College.xlsx**
11K

National College Jayanagar <ncjplacements@gmail.com>
To: jpvncj@gmail.com

Thu, Oct 6, 2022 at 12:17 PM

[Quoted text hidden]

 **List of Selected candidates __ The National College.xlsx**
11K

Name	Contact	Mail	
ANJALI. S	anukavi14@gmail.com	9620849224	The National College
LIKHITHA.J	Likhi1404@gmail.com	7795364527	The National College
MAHESH N	mahesh.ni22583@gmail.com	9620678074	The National College
LAKSHMINARA	Ingowda554@gmail.com	9535890585	The National College
PRAJWAL M R	prajwalblessed78@gmail.com	9739737836	The National College
VANDANA.N	Vandanagowda6@gmail.com	8073284529	The National College
ANUSHA. S	sanu32620@gmail.com	8431463571	The National College
HARSHITH. P	pkrrsh48@gmail.com	8050420172	The National College
SRIVIDYA P	srividyahruva04@gmail.com	9740188940	The National College
SUNIL S	sunilnewton098@gmail.com	9066351119	The National College
NAGALEKHA. M	nagalekham@gmail.com	9790950031	The National College
JAYASHREE S	jayashree9470@gmail.com	7619379461	The National College
Akash v	akashgowdario@gmail.com	9620132215	The national college jayanagar
Anuradha	anuradha.netra3@gmail.com	9148161815	National College Jayanagar
Rhea Eldhose	rheaeldhose@gmail.com	6364222701	The National College, Jayanagar
SACHIN.B	sachinshekar608@gmail.com	8431781543	The National College



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1811419

Letter of Intent ("LOI")

Dear Vasushrutha Sharma K S,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A3** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1811419**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1811419**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1811419**

Thanking you,
Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

ANNEXURE 1

Vasushrutha Sharma K S
Associate and A3

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,75,000/- (Rupees Two Lakh Seventy-Five Thousand only)**. **Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will continue at INR 2,75,000/- (Rupees Two Lakh Seventy-Five Thousand only)**. On completion of 1 year of service from your date of joining, you will receive a fixed incentive of **INR 25,000 (Rupees Twenty-Five thousand only)**

Based on your Date of Joining, your compensation shall be paid monthly. The Company shall deduct tax at source at the time of making payment

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1868282

Letter of Intent ("LOI")

Dear Vinay Bala subramanya,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A3** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1868282**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1868282**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1868282**

Thanking you,
Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1868276

Letter of Intent ("LOI")

Dear Yadunandana Kulkarni,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1868276**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1868276**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1868276**

Thanking you,
Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature



National College Jayanagar <ncjplacements@gmail.com>

Fwd: yashvanrh gowda Offer Acceptance

1 message

Yashas Gowda <yashasgowda0987@gmail.com>
To: "ncjplacements@gmail.com" <ncjplacements@gmail.com>

Mon, Dec 26, 2022 at 12:04 PM

----- Forwarded message -----

From: **Ruksana Shaik** <Ruksana.Shaik@savantis.com>
Date: Tue, Dec 20, 2022, 18:21
Subject: Offer Acceptance
To:

Dear Candidate,

Warm Greetings from Savantis Solutions...!!!

As Discussed , please confirm your acceptance through mail on the below points to consider you for training. The timeline to accept the offer is 9pm today.

Note: If you accept the offer, please fill your details in below link. Then only you will get WhatsApp group link for training.

Note: Please mention your details such as, Full name, College name, Branch, in the mail.


- Profile: Service Desk
- Location: Noida/Bangalore/Chennai
- Package: 2.22/- LPA (18000/- Take home, 500/- deductions for Mediclaim)
- Shifts: Rotational
- Bond: 6 months

Kindly fill your details in this link – <https://forms.gle/4aWeRYMMXspfMBzz6>

Feel free to revert for any clarifications.

Thanks & Regards,**Ruksana Shaik**

HR-Executive

E. ruksana.shaik@savantis.com Shape Description automatically generated with medium confidence

Where the best build Intelligent Solutions

2 attachments **savantis** image001.png
5K

