

2018-19

Offer: Computer Consultancy
Ref: TCSL/DT20184624743/Bangalore
Date: 20/09/2018

Mr. Chethan Kumar A
#304 Mathrushri, 9th Cross, 9th Main Balaji Layout, Vajarahalli, Thalaghattapura Post,
Kanakapura Main Road,
Bengaluru-560062,
Karnataka.
Tel# -

Dear Chethan Kumar A,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

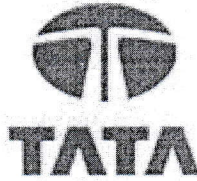
After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/DT20184624743

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TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 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



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- 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

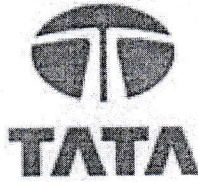
You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹6,270/- 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 ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

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.

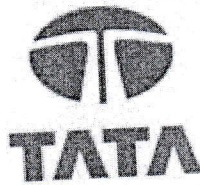
ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,

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provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

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

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

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

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

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

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

Gratuity

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CALL LETTER

Dated: 29 April 2019

Dear SENTHIL KUMAR AB

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on JUNE 2019.

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Core Java, Manual Testing, SQL & Aptitude.**
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.


Thank & Regards

QSPIDERS CAMPUS CONNECT

Mb:9686800588

USN NO 1K615ME045



management private limited

ISO 9001 : 2015 Certified



To.,

Date: 23rd May 2019

Mr. Sethil Kumar A B
150, 2nd Street, L B Road,
Subramanya Pura post,
Uttarahalli, Bangalore – 560061.

Dear Mr. Sethil Kumar A B,

Thank you for investing your time to pursue an opportunity with **bellfast management private limited**.

With reference to your application and subsequent discussions, we are pleased in offering you the position in our Company as Recruiter.

The terms and conditions, as applicable, are stated hereunder:

1. REPORTING

You will be reporting to the Manager Recruitment of bellfast management in Registered Office.

2. PLACE OF POSTING

Your present posting is at the Company's office located at Bangalore. However, the Company reserves the right to transfer you to any other city/section/department/project site/division/branch office either in existence, or which may come into existence hereafter, and upon such transfer the rules and regulations of services as applicable to such post or place or transfer will apply to you.

3. COMPENSATION & BENEFITS

We are pleased to inform you that your:

- Total Salary is Rs. 1,80,000/- per annum Consolidated (Rupees One Lakh Eighty Thousand Only).
- Incentive is Target based minimum 3 closers in a month over and above additional each closures shall be paid Rs.700/-.



based on misrepresentation of facts or falsification of records; then your services will be terminated without any notice or compensation.

PRE-CONDITION FOR EMPLOYMENT:

The below mentioned are pre-conditional for employment.

Post-Employment Background Check

Your appointment and terms and conditions are subject to positive background reference check, the management reserves the right to cancel the appointment in case of a negative reference check.

This offer stands cancelled if you do not join on the reporting date unless agreed otherwise.

On joining, you are requested to furnish copies of all the testimonials. Any misrepresentation with regard to academic education, background, work experience, compensation data and / or any other details submitted during the job application on the basis of which this offer has been made, would result in withdrawal of offer.

We are pleased to have you board with us and welcome you to the Bellfast family.

Please return the duplicate copy of this Letter of Appointment, duly signed in token of your acceptance of the terms & conditions as strictly mentioned herein.

Thanking you,

Yours Sincerely
For and on behalf of bellfast management Private Limited

A handwritten signature in black ink, appearing to be "Senthil Kumar", written over a horizontal line.

Authorized Signatory

I have read and understood the aforesaid terms and conditions and accept the above appointment and the terms stated

Senthil Kumar A B
SIGNATURE OF EMPLOYEE

Date: 23-05-2019



CALL LETTER

Dated: April 29 2019

Dear SANMOSH KUMAR S

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on JUNE 2019.

On the date of joining we would explain you in detail the schedules.

NOTE:

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- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Core Java, Manual Testing, SQL & Aptitude.**
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
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- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.


Thank & Regards

QSPIDERS CAMPUS CONNECT
Mb:9686800588

USN NO 1KG15ME043

CALL LETTER

Dated: April 29 2019

Dear.....SUMANTH BHARADWAD

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts onJUNE.....2019.

On the date of joining we would explain you in detail the schedules.

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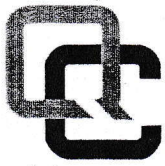
This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.


Thank & Regards

QSPIDERS CAMPUS CONNECT

Mb:9686800588

USN NO1KG15ME050.....



CALL LETTER

Dated: 29 April 2019

Dear SENTHIL KUMAR AB

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CALL LETTER

Dated: April 29 2019

Dear SREE PRAVEEN

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on JUNE.....2019.

On the date of joining we would explain you in detail the schedules.

NOTE:

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- No other programs are included in this training module.

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USN NO 1KB715ME049