

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9482 Fax: +91.80.2653.0912

18-Sep-17
Arun Gowda
KSSEM

Dear Arun Gowda,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development Sr. Associate Consultant with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as trainee comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- Certifying Java SE 8 programmer I "Exam No 1Z0-808" Certified by Oracle

On successful completion of your training, you will be appointed as a Application Software Development Sr. Associate in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs.3,00,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B Srinivasulu
B B SRINIVASULU
VICE PRESIDENT - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by 18-Sep-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: *Arun Gowda*
(Arun Gowda)

Date: _____

18-Sep-17
Gaurang S Nayak
KSSEM

Dear Gaurang S Nayak,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development Sr. Associate Consultant with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

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Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Himimala Sarkar
B B SRINIVASULU
VICE PRESIDENT - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by 18-Sep-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: *Gaurang S Nayak*
(Gaurang S Nayak)

Date: 18/09/2017

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18-Sep-17

Anand Bhopal Nagabhushan
KSSEM

Dear *Anand Bhopal Nagabhushan*,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development Sr. Associate Consultant with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

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Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for *Ummimala Sarkar*
B B SRINIVASULU
VICE PRESIDENT - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by 18-Sep-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____
(Anand Bhopal Nagabhushan)

Date: _____

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18-Sep-17
Srikesh Nagoji
KSSEM

Dear *Srikesh Nagoji*,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development Sr. Associate Consultant with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

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Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for *Hemimala Sarkar*
B B SRINIVASULU
VICE PRESIDENT - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by 18-Sep-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: *N. Srikesh*
(Srikesh Nagoji)

Date: 18-09-2017

NTT DATA Global Delivery Services Private Limited

16 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel +91.80 2665 9482 Fax +91 80 2653 0912

18-Sep-17
Rangasai K R
KSSEM

Dear *Rangasai K R*,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development Sr. Associate Consultant with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

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Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B Srinivasulu
B B SRINIVASULU
VICE PRESIDENT - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by 18-Sep-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: *Rangasai K R*
(*Rangasai K R*)

Date: 18-09-2017

NTT DATA Global Delivery Services Private Limited

18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91 80 2665.9482 Fax: +91.80 2653.0912

18-Sep-17
Harshith P Gajendra
KSSEM

Dear Harshith P Gajendra,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development Sr. Associate Consultant with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

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Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Urnimemala Sarkar
B B SRINIVASULU
VICE PRESIDENT - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by 18-Sep-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: *Harshith P Gajendra*
(Harshith P Gajendra)

Date: 18th Sep 17

NTT DATA Global Delivery Services Private Limited

19 & 19A, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91 80 2665 9482 Fax: +91 80 2633 0012

Global IT Innovator

18-Sep-17
Naveen T R
KSSEN

Dear Naveen T R,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development Sr. Associate Consultant with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

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FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B Srinivasulu

B B SRINIVASULU
VICE PRESIDENT - TALENT ACQUISITION

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Signature: *Naveen T R*
(Naveen T R)

Date: _____

18-Sep-17
Bindu N
KSSEM

Dear Bindu N,

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B B Srinivasulu

B B SRINIVASULU
VICE PRESIDENT - TALENT ACQUISITION

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Signature: *Bindu N*
(Bindu N)

Date: 18/9/17

NTT DATA Global Delivery Services Private Limited
15, 15A, Connaught Place
New Delhi 110028 India
Tel: +91 11 4656 2621 | www.nttdataglobal.com

18-Sep-17
Gautham B U
KSSEM

Dear Gautham B U,

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B B SRINIVASULU
VICE PRESIDENT - TALENT ACQUISITION

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Signature: _____ Date: _____
(Gautham B U)

Date: 14-May-2018

To

Gaurang Nayak
BANGALORE

Dear Gaurang Nayak,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the competency Level C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 65% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.



Mindtree Ltd T - 91 80 6706 4000
RVCE Post, Mysore Road T - 91 80 6706 4100
Bangalore 560 050 W - www.mindtree.com

Candidate No: FN 80008054 18

1

2.4. Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.6. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneswar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

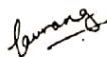
We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited




Pankaj Khanna



Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Gaurang Nayak, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	
Your Name in Capital letters	GAURANG NAYAK

Annexure 1

Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)

Name : Gaurang Nayak
Competency : C1
Designation : ENGINEER
Stipend : INR 22,000 per month.

Payment will be after deduction of below amount from the monthly stipend:

- INR 6000 per month covering for accommodation on twin share basis on a subsidized cost (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance which is INR 470 per month.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining. The following are the coverage for 2018 - 2019 for your reference. You will get more details on joining.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 400,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

Mindtree Ltd T + 91 80 6706 4000
RVCE Post, Mysore Road T + 91 80 6706 4100
Bangalore 560 059 W www.mindtree.com

Candidate No. FN 80008054 18

Annexure 2**Compensation stack effective from the date of confirmation****Name : Gaurang Nayak****Competency : CI****Designation : ENGINEER**

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	103,344
HRA	51,672
Conveyance	30,000
Competence Linked Pay	24,000
Communication Allowance	30,000
Education Allowance	24,000
Provident Fund	12,396
Gratuity	4,956
Insurance Benefits*	5,640
Annual Gross	286,008
Bonus**	39,000
Annual Cost to Company	325,008

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.



2014-2018

Infosys®



HRD/3T/18-19/12386250

Mr. Yaznik Venkatraman Joshi
Candidate ID: 12386250
203, Vinyas Regency, 14Th Cross, Pavamana Nagar, Gottigere,
Bengaluru-560083
Bangalore - 560083
Karnataka
India
Ph: (91) 96117 64629

June 11, 2018

Dear Yaznik,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2018.06.11 16:31:03 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/18-19/12386250

June 11, 2018

Mr. Yaznik Venkatraman Joshi
Candidate ID: 12386250
203, Vinyas Regency, 14Th Cross, Pavamana Nagar, Gottigere,
Bengaluru-560083
Bangalore - 560083
Karnataka
India
Ph: (91) 96117 64629

Dear Yaznik,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **July 09, 2018**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Yaznik Venkatraman Joshi
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	6,420
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance and Miscellaneous Allowance)	9,277
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,429
PERSONAL ALLOWANCE	2,935
MONTHLY GROSS SALARY	21,161

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	75

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	902
GRATUITY - 4.81% of (Basic + FDA)	362
FIXED GROSS SALARY (FGS) (1+2+3)	22,500

OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

ANNEXURE- II
(Compensation post Training)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Yaznik Venkatraman Joshi
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	7,730
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	11,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,678
MONTHLY GROSS SALARY	21,978

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	88

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	1,060
GRATUITY - 4.81% of (Basic + FDA)	425
FIXED GROSS SALARY (FGS) (1+2+3)	23,551

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 15%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,178	2,355	3,533
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)	24,729		
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)	25,906		
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)	27,084		

OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.



HRD/3T/18-19/12386515

Ms. Anupama Suresh Rao
Candidate ID: 12386515
#3812, 12Th Cross, Kumaraswamy Layout
2Nd Stage, Bangalore
Bangalore - 560078
Karnataka
India
Ph: (91) 99164 12092

July 02, 2018

Dear Anupama,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1001PLC013116
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0201
F 91 80 2852 0302
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2018.07.02 18:28:55 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/18-19/12386515

July 02, 2018

Ms. Anupama Suresh Rao
Candidate ID: 12386515
#3812, 12Th Cross, Kumaraswamy Layout
2Nd Stage, Bangalore
Bangalore - 560078
Karnataka
India
Ph: (91) 99164 12092

ಬಾಂಧವರು-ಇವರ
ಕೆ 2 ಸಂಪರ್ಕಿಸಿ
ಇವರ

Dear Anupama,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **August 06, 2018**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Anupam Suresh Rao			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				6,420
FIXED DEARNESS ALLOWANCE (FDA)				1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance and Miscellaneous Allowance)				9,277
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)				1,429
PERSONAL ALLOWANCE				2,935
MONTHLY GROSS SALARY				21,161
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				75
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of (Basic + FDA)				902
GRATUITY - 4.81% of (Basic + FDA)				362
FIXED GROSS SALARY (FGS) (1+2+3)				22,500
OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil
*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.				

**ANNEXURE- II
(Compensation post Training)**

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Anupama Suresh Rao
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	7,730
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	11,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,678
MONTHLY GROSS SALARY	21,978

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	88

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	1,060
GRATUITY - 4.81% of (Basic + FDA)	425
FIXED GROSS SALARY (FGS) (1+2+3)	23,551

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 15%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,178	2,355	3,533
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)			24,729
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)			25,906
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)			27,084

OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margón Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.





2014-2018
MatrIoTTM

REF: MatrIoT / Offer Probation/ 001-2018-002

Date: 24-May-2018

To
Mr. Charan C.R,
Bangalore

Sub: Probationary Offer, Leading to Potential Employment

Dear Charan,

We are pleased to make an offer of probationary employment on behalf of **MatrIoT Solutions Private Limited** on the following terms and conditions.

Designation: Developer Trainee

Period: 6 months (from the Date of Joining)

Place of Work: Your initial place of posting will be at **MatrIoT Solutions Private Limited, 4th Floor, NCR Arcade, 580/B, Sector 6, HSR Layout, Bangalore - 560102**. However you may be required to work out of an affiliate/partner organization or a customer location on need basis.

Stipend: Your stipend during the probationary period will be **INR 10000/- per month (In Words: INR Ten Thousand Only)**.

Working Week: The normal working hours are **9.30 AM to 6.30 PM** with 30-45 minutes lunch break Monday through Friday. Holidays as per the company holiday calendar, will be applicable.

Trainee/Intern: As a Trainee/Intern, you will not receive any regular company employee benefits, including but not limited to, health insurance, vacation, paid holidays.

Confidentiality: During your training, you may come across confidential business information. By accepting this probationary employment offer, you acknowledge that you must adhere to the company's confidentiality policy. In addition, upon completion of your training, you must return all company-owned property, equipment, and documents, including electronic mail or other information.

On successful completion or during the training, depending on the assessment of your performance, you may be offered a permanent employment with the company and you will be required to immediately join employment formally on receipt of the same. If you require any additional information or clarification regarding the same please do not hesitate to contact us.

Welcome aboard.

Yours truly,

Ramji Rengarajan
Co-founder / Director

MatrIoT Solutions Private Limited

Address: IV Floor, NCR Arcade, 580/B, Sector 6, HSR Layout, Bangalore - 56010
www.matriotsolutions.com; Email: info@matriotsolutions.com
CIN: U74999KA2017PTC106655;



2014-18

07 March 2019

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: Ajay Hiremath

Address: #12A, 3/26, Vidhya Nagar, Talikoti, Bijapur, 586214

This letter is to confirm that **Ajay Hiremath** is currently employed at Amazon Development Centre (India) Private Limited.

Ajay Hiremath is employed as a **Process Associate** and commenced employment with Amazon on **11 March 2019**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of
Amazon Development Centre (India) Private Limited

Kind Regards,

Arijit Basu

Sr. Manager, HR Operations – HR Services

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W)
Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :

U72200KA2004FTC034233

16-Oct-2018

Dear Akash Deep LNU,
B.E, Electronics & Communication Engineering
KS School of Engineering and Management

Candidate ID – 12460967

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs. 21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: Akash Deep LNU

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
Annual Gross Compensation			297,000
Incentive Indication (per annum)**			20,000
Annual Total Compensation			317,000
Company's contribution towards benefits (Medical, Accident and Life Insurance)			16,000
Gratuity			5,005
Annual Total Remuneration			338,005

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

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation: after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com> -> Total Rewards App for more details

LOI-204

29th June 2018

To,
Ms. Anupama Suresh Rao
3812, 12th Cross, Kumarswamy, Layout 2nd Stage, Bangalore - 560078.

Subject: Letter of Intent for Training & Employment Details

Dear Anupama,

We are pleased to extend you the Letter of Intent which includes your employment offer details offered by Sankalp semiconductor Pvt. Ltd., ("Company"), subject to your submission of Bank Guarantee in favour of "Sankalp Semiconductor Pvt. Ltd.," to the Company for Rs. 2,00,000/- on or before **31st July 2018**. Which can be invoked by Sankalp Semiconductor Private Limited in case you leave the Company before 3 years 3months from the date of Bank Guarantee. You will also be required to enter into the Training Agreement to be executed between the employee and the Company on the day of his/her joining. This Training Agreement is against a surety of Rs.5,00,000/- (Rupees Five Lakhs Only) of which Rs. 2,00,000/- (Rupees Two Lakh Only) is covered by Bank Guarantee and the remaining amount is covered by the Training Agreement ,if the employee violates the provisions and clauses of the Training Agreement or leave the company before the expiry of the date of Bank guarantee. The draft of the Bank Guarantee is attached herewith. In case you are unable to submit the proper and valid Bank Guarantee to us by **31st July 2018**, this letter of intent will stand automatically withdrawn and offers stands cancel.

You will be offered a Stipend amount (gross) of Rs. 16215/- (Rupees Sixteen Thousand Two Hundred and Fifteen Only) per month from date of joining till completion of nine months.

Your annual CTC will be Rs. 350000/-(Rupees Three Lakh Fifty Thousand Only) on completion of probation period for nine months. The breakup of the same will be as given in the Offer Letter. Tax will be applicable as per the prevalent Income Tax Rules.

The details pertaining to your remuneration are confidential and may strictly be treated as such.

Further details like the venue, date, etc., for training will be notified in due course of time with sufficient time for preparation.

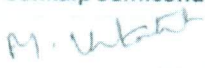
After successful completion of the training and subject to your satisfactory production of the above-mentioned Bank Guarantee your employment will be converted from probation to confirmed.

If you have any other queries please feel free to contact the HR team.
E-mail ID: mukta.joshi@sankalpsemi.com

Our letter of intent reflects our belief that you have the ability, commitment and desire to grow with us. We hope you will enjoy making your very own special contribution to the continued success of the company.

We look forward to welcoming you at Sankalp.

For Sankalp Semiconductor Private Ltd.,


Venkatesh Muniyappa
Manager HR



PRYCE INFOTECH PVT LTD

2018 Parout

22nd November, 2018

Ms. Bhavana Rani M
#28-3-626,
Vincent Ferrer Nagar,
9th Cross, Ananthpur,
Andrapradesh-515001

Letter of Appointment

Dear **Bhavana Rani M** we are pleased to make you an offer of employment with us and this letter sets forth the terms of appointment.

- 1) Designation: **Associate Software Engineer / AP3 (Global Title – Associate Analyst I)**

- 2) Date of Joining: **30th November, 2018**
- 3) Compensation & Benefits:
Annual Monthly Total : **Rs 180000/-**
Performance Pay : **Rs 40000/-**
Annual Benefits : **Rs 25000/-**
Total Remuneration : **Rs 245000/-**
(Break up of above Compensation details are provided in Annexure I)
- 4) Background Checks: Your appointment is subject to the background check clearance in all aspects. any discrepancies in the background check will lead to withdrawal of the offer. Our HR Team will let you know the final status of your check once it is completed.
- 5) Confidentiality: You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.
- 6) Notice Period: Notwithstanding anything stated above, your services are liable to be terminated by the Company without assigning any reason, by giving you 75 days' Notice or salary in lieu of Such Notice. Likewise, you may resign from the services of the Company by giving 75 days' Notice or salary in lieu of Notice. Salary for this purpose will be computed on Basic Salary.
- 7) Probation period: You shall be on probation for a period of six months from the date of your joining. Your Services shall be confirmed based on the performance review conducted by your Manager.

1) The documents listed in **Annexure 2** on the day of joining.

We look forward to having you on board.

Yours sincerely

Veeru S
Manager- Human Resources



PRYCE INFOTECH PVT LTD

ANNEXURE 1 - Compensation and Benefits

Name: **Bhavana Rani M**

w.e.f. 30th November, 2018

FIXED
PAY _____

Particulars	Amount (PM)	Amount (PA)
Basic Salary	9000	108000
HRA	1400	16800
Conveyance	1600	19200
Management Allowance	3000	36000
MONTHLY TOTAL	15000	
ANNUALISED MONTHLY TOTAL (A)		180000
PERFORMANCE BONUS (B) *		40000
ANNUAL TOTAL CASH COMPENSATION (A+B)		220000
ANNUAL BENEFITS (C)		
Benefit Particulars		Amount (PA)
Employer's contribution to Provident Fund @ 12% of Basic Salary		12960
Gratuity (As per payment of Gratuity Act)*		4900
Premium paid by the employer for Group Health Medical Insurance**		7040
Premium paid by the employer for Accident Insurance policy		100
BENEFITS		25000
TOTAL REMUNERATION (A+B+C)		245000

* Your Performance Bonus represents the target amount (at 100% payout). Actual quarterly payouts can vary depending on performance and subject to the terms and conditions of the Incentive plan policy. Plan details are at the sole discretion of the company and subject to change.

*Taxes and other statutory deductions/payments as per applicable law.

Signature of Associate

2014-18

off

Honeywell

THE POWER OF CONNECTED

Honeywell Technology Solution Lab Pvt. Ltd
IND-Bangalore-Devarabisanahalli Village, KR Varturhobli,

LETTER OF APPOINTMENT

Keerthana M
#142, 1st stage 2nd main, 6th Cross, Vasanth Vallabha Nagar, Vasanthpura Main Road, Bangalore, Karnataka,
5660061, IND

Dear Keerthana,

Honeywell's vision is to be one of the world's premier companies, distinctive and successful in everything we do. Our primary goal is to exceed our customer expectations by delivering competitive, quality products and services on time, every time.

This is an aggressive goal, which can only be attained by recruiting and developing a talented workforce. Honeywell wants individuals, who bring a diverse perspective to our business challenges, yet share our common behaviors: Have a Passion for Winning, Be a Zealot for Growth, Think Big...Then Make it happen, Act with Urgency, Be Courageous, Go Beyond, Inspire Greatness, Become your Best.

Further to your application for employment and the subsequent selection process, we are delighted to extend this offer of employment to you as Engineer with Honeywell.

General Conditions

Position: Engineer

CORP/HTS

Bangalore, IND - Karnataka

Manager: You will report to Manager who will be assigned by Honeywell as your supervisor from time to time

Date of Employment Commencement: 2/4/2019

Band: 03

This offer is conditional on:

- i. Satisfactory reference check of all qualifications and the accuracy of the employment history provided by you;
- ii. Successful completion and passing the pre-employment drug tests conducted by Honeywell or any company designated by Honeywell to conduct the same
- iii. The acceptance of the terms and conditions of your assignment as set forth below including the attachments that are incorporated by reference "offer" and,
- iv. Your obtaining the necessary work or employment passes or permits from the relevant authorities in India to work in India, if applicable. The term "Company" below shall refer to the hiring entity and the term "Honeywell" to its parent entity and/or Honeywell International Inc, its predecessors, designees and successors and its past, present and future operating companies, divisions, subsidiaries, affiliates and other business units.

Total Fixed Cash Salary

Your total fixed cash compensation is 550000. Please see attached Salary Break up Sheet.

Merit Eligibility

Employees hired, rehired, or promoted on/after November 1st are generally not eligible for a salary increase in March of the following year.

Compensation Administration & Delivery

Your compensation will be reviewed in accordance with the review cycle determined by the company and shall be based on your job performance, business performance, Honeywell performance as well as market pay trend.

Keerthana M

Benefits

- **Leave Policy:** You will be eligible for leaves as specified in Company leave policies.
- **Group Health Insurance:** You will be entitled to Company provided medical insurance based on the Company's current medical insurance scheme.
- **Personal Accident /Term Insurance:** You will be entitled to Company provided personal accident insurance and other insurance based on the Company's current insurance scheme.

Provident Fund or Similar Mandatory Schemes

- You and the company shall make contributions in accordance with the provisions of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952, if applicable.
- Aadhaar details are mandatory for your Provident Fund enrolment:
 - As per the mandate from Employee Provident Fund Office (EPFO) all new joiners have to furnish their Aadhaar number at the time of joining to remit the Provident Fund Contributions.
 - In case of non-availability of Aadhaar card, Aadhaar enrolment number to be furnished at the time of joining.
 - Failing to provide Aadhaar number or Aadhaar enrolment number will result in non-remittance of PF contribution.
- If eligible, you would be entitled to gratuity in accordance with the Payment of Gratuity Act, 1972.

Maternity Benefits

You shall be entitled to the benefits available under the Maternity Amendment Act 2017. If applicable.

Other Matters

Probation & Notice Period: 6 months. Successful completion of probation period is dependent on satisfactory performance as assessed by your Supervisor.

- This employment may be terminated at any time:
 - By giving 30 days advance notice, in writing, during the probation period or payment in lieu thereof to the other party or
 - By giving 60 days advance notice, in writing, after the successful completion of the probation period or payment in lieu thereof to the other party; the above mentioned notice period shall be curtailed only with prior approval from the management.
 - If in the reasonable opinion of Company your performance is below expectation or if you are guilty of serious misconduct, Company may terminate your employment summarily without notice. Serious misconduct includes, but is not limited to, dishonesty, theft, misrepresentation, breach of the Substance Abuse Policy; refusal to obey a reasonable command of Company.
- The Company reserves its right to insist on you to complete the project on hand and/or to complete the transition process before being relieved from the service. In the event, you leave the service of the Company without serving the Notice Period and completing your transition process, the company is entitled to take appropriate action against you.
- In the event the Company relieves you before the expiry of the Notice Period, you will be entitled to receive the salary for the unexpired period of Notice.

Work Location: You will be employed at Honeywell Technology Solution Lab Pvt. Ltd located at IND-Bangalore-Devarabisanahalli Village, KR Varturhobli, or such other department or place of business of the Company or its subsidiaries and associates in or outside India, as the Company may determine from time to time.

Work Hours: Your working hours will be governed by applicable laws of India and may be revised from time to time.

Duties: During your employment with Company, you will be required to devote your entire time and attention to your duties and not engage in any other trade, business, or occupation.

Keethana. M.

Dress Code: You are expected to dress in business attire, smart casual and/or uniform, based on the existing policy of the company which may be revised from time to time.

Income Tax Payment: You will be solely responsible for your income tax. Where required by the local laws and tax authorities, the Company will deduct income taxes you owe from your monthly income and remit such monies to the tax authorities on your behalf.

Intellectual Property Agreement: As a condition of the employment offer/transfer/promotion, it is required that you agree to and sign a current copy of Honeywell's "Employee Agreement Relating to Trade Secrets, Proprietary and Confidential Information" (the "IP Agreement") before your start date. This IP Agreement will be part of your Onboarding tasks. In the event that you do not agree to and sign this agreement, the offer/transfer/promotion will not become effective.

Amendments: The Company reserves the right, subject to applicable laws, to amend the terms of this offer from time to time as legal requirements may dictate.

Non Solicitation: You are subject to the terms as set forth in the attached Employee Agreement Relating to Trade Secrets, Proprietary and Confidential Information and all Supplements thereto.

Non Violation: You represent that by accepting the terms of this offer, you will not be in violation of the terms of any agreement with your previous employers or third parties.

Code of Business Conduct: Any time during the term of your employment, you are required to comply with all applicable laws, regulations and the Honeywell Code of Business Conduct, as may be amended from time to time. Please read the Honeywell Code of Business Conduct thoroughly as soon as your employment commences and attend all mandatory training as advised from time to time.

Access to Communication System: You shall use internal e-mail, voice mail, computer systems, etc. for work purposes and refrain from using them for personal purposes. Further, you agree that the Company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the Company regulations or if there have been any illegal or improper affairs.

Governing Law: This letter shall be governed by and construed under the laws of India without regard to its principles of conflicts of laws. Notwithstanding the foregoing, the Company reserves the right to invoke the jurisdiction of any competent courts in India (in particular its labor courts) or in any other country or jurisdiction (whether concurrently or not) to remedy or to prevent violation of or enforce any provisions in this Agreement. To the greatest extent permitted by applicable law, you waive any objection which you might now have to such courts being used as a forum to hear and determine any claim or suit.

Retirement Age: You will retire from the services of the company on your completion of the age of sixty years (fifty-eight years if you are joining ED&S) subject to "Contract Terms and Notice Period" clause mentioned in this letter.

Working from Home: Honeywell believes that employees work better, more efficiently and more collaboratively in close proximity to other employees, where ideas can be exchanged readily and decisions can be made more quickly for the benefit of the Company and our customers. All employees should work at their Assigned Location. No regular remote working arrangements are permitted unless approved in accordance with the applicable Honeywell Work from Home Policy or required by law.

All the terms and conditions of your employment with Honeywell Technology Solution Lab Pvt. Ltd will be governed by the rules and regulations, policies, procedures and guidelines of Honeywell Technology Solution Lab Pvt. Ltd, which are subject to change from time to time, at the sole discretion of the company, without giving any notice or assigning any reason thereof.

Please indicate that you have understood and agree with our conditions by signing a copy of the attachment to this letter, and returning it as soon as possible, and in any case no later than 1/31/2019.

Keerthana, M.

2014-18

9/11

21-Nov-2018

Dear Rashmi Khandelwal,
B.Tech/B.E., Electronics and Communication Engineering
KS School of Engineering and Management

Candidate ID – 12651842

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: Rashi Khandelwal Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

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

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

2018

Ref No: OL/THBS/0418/35
Apr 09, 2018

Private & Confidential

Mr. Suhas R M
Bangalore

Dear Suhas R M,

With reference to the discussions you have had with us, we are pleased to make you an offer for the position of a **Associate Software Engineer - Trainee** at **Torry Harris Business Solutions (THBS)**; Bangalore, India.

THBS is a global software company with presence in Europe, Far East, India, Middle East and USA. Our goal is to be an industry leader with a reputation for excellence, focus on quality and our emphasis on absolute customer satisfaction. As we endeavor to expand our business in the international markets, we are keen to have you on board.

We believe that **THBS** can offer you the right mix of professional growth, leadership opportunities, business experience and financial gains over the long term. The career growth potential for you is tremendous and you will have the unique satisfaction of influencing and building a leading software company.

Your **Gross Salary** will be **Rs. 300,000/- (Rupees Three Lakhs Only)** per annum. You will be entitled for a **Performance Linked Pay** of up to **Rs. 50,000/- (Rupees Fifty Thousand Only)** per annum, payable as per the Performance Linked Pay Policy.

You will be on **Probation** for a period of **6 (Six)** months from the date of joining. A performance review will be done as per the Company's policy for confirmation.

Your appointment is conditional upon you being certified medically fit by a registered medical practitioner and is contingent upon the successful completion of a background investigation process.

THBS also reserves the right to withdraw this offer made to you even after the acceptance of such an offer by you; if **THBS** becomes aware of any material information that may have been concealed or misrepresented by you at the time this offer was made.

This is only an offer letter and does not entitle you for an appointment. On completion of all the joining formalities and fulfilling all documentation requirements, you will be formally appointed and inducted into the organization. On successful completion of your training, you will be posted in any location of **THBS** depending on the requirement of the projects. This will be informed to you on completion of your training.

You are requested to return the duplicate copy of this offer duly signed to indicate your acceptance of the compensation package and employment with **Apr 16th 2018**.

At the time of joining, it is a **mandatory requirement** for you to submit the following documents:

- Four recent passport size photographs
- Photocopies of all relevant educational certificates and mark sheets starting from Grade X
- Photocopies of all the pages of your passport or driving license or voter ID card

Looking forward to having you on board!

For Torry Harris Business Solutions (P) Ltd,



G. Shivdayal Charan
Manager - HRD

Accepted By:

Suhas R M
Date:

2014-18



SEG
AUTOMOTIVE

Ms. Ujjwala Prasad N
No. 736 (old no.-23),
Sehashree Nilaya
5th Cross, Manjunathanagar
Raghuvanahalli,
Bangalore - 560062

09.07.2018

Graduate (Engineering) Apprenticeship Program – 2018

Dear Ms. Ujjwala,

Please refer to the Written Test and Personal Interview you had with us for the above program.

We are pleased to inform you, that you have been selected for the position of "Graduate Apprentice" under Graduate Apprenticeship Program in SEG Automotive India Private Limited (Location Naganathapura Plant). The Training Program starts with effect from 16.07.2018.

The duration of the training will be one year from the date of your reporting for training as stipulated above. For more information on the joining formalities and the venue, please refer to page 4 of this letter.

1. During the training period, you will be paid a consolidated stipend and will also be entitled to certain allowances/benefits as detailed below:

Sl. No.	Particulars	INR per annum
1.1	Consolidated Stipend	1,72,000/-
1.2	Cash Perk Basket	2,27,100/-
1.3	Group Personal Accident Insurance	900/-
Total		4,00,000/-

2. Please note that you will not be entitled to annual bonus or any other allowances/perks/benefits, other than what are mentioned above.

Ujjwala N

[Signature]


Registered Office:
SEG Automotive India Private Limited
Naganathapura, Bengaluru-560 100, Karnataka, India
Managing Director : Anil Kumar M R ; Director : Natarajan S

SEG Automotive India Private Limited
Naganathapura, Electronics City, Post Box No. 10011
Bengaluru-560 100 Karnataka, India
Tel + 91 80 2977 0370 Fax + 91 80 2852 1239

::2::

Ms. Ujjwala
09.07.2018

3. Please note that your engagement as Graduate Apprentice in our organization is subject to the condition of your passing the post graduate examination, scoring a minimum of 60% marks and producing the Pass Certificate to this effect. In case, you fail to pass the post graduate examinations or fail to obtain a minimum of 60% marks in the overall score, you will be disengaged immediately. You shall submit proof of having passed the relevant examinations with the minimum required pass percentage within 3 months of joining.
4. You will have to enter into a Contract of Apprenticeship with the Company for a period of One year, as required under the Apprentices Act, 1961, and rules made thereunder, effective your date of joining.
5. Please note that you will have no right or claim for an employment in any of the units of the Company, after completion of your Apprenticeship.
6. Your engagement as "Graduate Apprentice" will automatically cease at the end of the stipulated period of your Apprenticeship as per this engaged letter.
7. You will be governed and shall abide by the Rules and Regulations of the Company in force from time to time.
8. This engagement letter is issued on the understanding that all the information given by you in the prescribed application form is correct, true and complete. If it is found at any time that the information given by you in the prescribed application form is not correct, not true or you have knowingly suppressed any information, the Company will have the right either to withdraw this letter before you commence your training with us or to terminate your training, at any time and without any notice or compensation, after you have taken up training with us.
9. This offer of engagement is provisional, subject to your being declared medically fit by Company's Medical Officer.

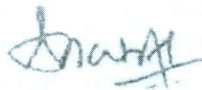


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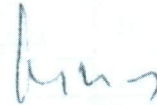
Ms. Ujjwala
09.07.2018

10. In accordance with the provisions of the Companies Act, 1956, as amended by the Companies (Amendment) Act, 2013, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are requested to make the declaration in the enclosed form and submit it to us duly filled in.
11. Please sign and return the duplicate of this letter in token of your having read, understood and accepted the above terms and conditions.
12. Please report to us on 16.07.2018 at 08:45. In case you do not report for Apprenticeship by 16.07.2018, this offer of ours shall stand withdrawn.

For SEG Automotive India Private Limited




Natarajan S
Senior General Manager
(Commercial)



Shyam Sundar K R
Senior Manager
(Human Resources)

I accept the above terms and conditions.

Name: Ms. Ujjwala



Signature

Encl: Annexure - 1