

2015-16

amazon | Development Centre
India

LETTER OF INTENT

Date: 22 | 01 | 2016

Dear PRATHAM CHENDLA


With reference to your application and subsequent assessments you had with us, we are pleased to issue an offer for the position of Transaction Risk Investigator at Amazon Development Center India Pvt. Ltd ("Company"). Your initial place of work will be at Amazon India's facility in Bangalore, India.

In case of accepting the offer, you would be eligible to receive **Rs.290,000 (Rupees Two Lakhs Ninety Thousand Only) per Annum**. In addition, you will be eligible for benefits as per company policies at the time of joining.

Please note your appointment in the Company will be confirmed only on executing the detailed offer letter and NDA, which will be issued to you closer to your joining date.

Yours sincerely,

For AMAZON DEVELOPMENT CENTER INDIA PVT LTD


Amit Kombi,
Sr. HR Business Partner

ACCEPTED


Ground, 8th, 9th, 10th & 11th Floors, Orion Building, Bagmane Constellation Business Park Circle,
Outer Ring Road, BANGALORE - 560 037, KARNATAKA, INDIA
Tel: +91 -80 - 6605 3000
www.amazon.com

LETTER OF INTENT

Date: 22/01/2016

Dear Sharan.P,

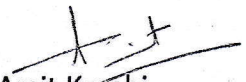
With reference to your application and subsequent assessments you had with us, we are pleased to issue an offer for the position of Transaction Risk Investigator at Amazon Development Center India Pvt. Ltd ("Company"). Your initial place of work will be at Amazon India's facility in Bangalore, India.


In case of accepting the offer, you would be eligible to receive **Rs.290,000 (Rupees Two Lakhs Ninety Thousand Only) per Annum**. In addition, you will be eligible for benefits as per company policies at the time of joining.

Please note, your appointment in the Company will be confirmed only on executing the detailed offer letter and NDA, which will be issued to you closer to your joining date.

Yours sincerely,

For AMAZON DEVELOPMENT CENTER INDIA PVT LTD


Amit Kembli,
Sr. HR Business Partner



ACCEPTED

Terms and Conditions of the offer

- As per Company Business Requirements, you will be issued an offer letter with a proposed date of joining within 30th of April 2016.
- The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up another offer employment (other than with the Company) before issue of the Offer Letter.
- You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.
- The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of issue of the Offer Letter and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part.


Yours sincerely,

For **AMAZON DEVELOPMENT CENTER INDIA PVT LTD**


Amit Kombi,
Sr. HR Business Partner

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company:



Signature

22/01/2016

Date

LETTER OF INTENT

Date: 22/01/16 .

Dear ARJUN . S . S . B .


With reference to your application and subsequent assessments you had with us, we are pleased to issue an offer for the position of Transaction Risk Investigator at Amazon Development Center India Pvt. Ltd ("Company"). Your initial place of work will be at Amazon India's facility in Bangalore, India.

In case of accepting the offer, you would be eligible to receive **Rs.290,000 (Rupees Two Lakhs Ninety Thousand Only) per Annum**. In addition, you will be eligible for benefits as per company policies at the time of joining.

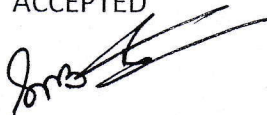
Please note, your appointment in the Company will be confirmed only on executing the detailed offer letter and NDA, which will be issued to you closer to your joining date.

Yours sincerely,

For **AMAZON DEVELOPMENT CENTER INDIA PVT LTD**


Amit Kombi,
Sr. HR Business Partner

ACCEPTED




Terms and Conditions of the offer

- As per Company Business Requirements, you will be issued an offer letter with a proposed date of joining within 30th of April 2016.
- The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up another offer employment (other than with the Company) before issue of the Offer Letter.
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- The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of issue of the Offer Letter and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part.

Yours sincerely,

For **AMAZON DEVELOPMENT CENTER INDIA PVT LTD**


Amit Kombi,
Sr. HR Business Partner

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company:

Signature

Date

22/01/16

VERTEX

VERTEX CUSTOMER MANAGEMENT INDIA PVT. LTD

www.vertexgroupindia.com

Welcome Letter

Dear **Koushik**,

Congratulations, we are pleased to offer you a position as an Associate Trainee - CSR with the Operations at VERTEX CUSTOMER SOLUTIONS INDIA PVT. LTD Bangalore.

Process Selected: IDEA/MTS/VODAFONE/Tata sky

Date of Joining: - / - /2015

Reporting time: 9:30am -

Offered Salary:

Contact Person : Kanhanji/Arul

Contact No : 9741511697/7411012542

Venue : VERTEX Customer Solutions India Pvt Ltd, #31, 3rd Floor, TBR Towers, JC Road, New Mission Road, Bangalore-560002.
Land Mark : Poornima Theatre or Next to Jain college.

Documents Required for Joining:

- 10th (SS1) / 12th (PUC) / Degree Mark sheet
- Work experience certificates / Relevantly. Letter from previous / past employer. If applicable.
- Recent photograph (3x3) & Recent Visa (If card/ Renth case dont need)
- ID photo over ID P.A.S. Card, DL, Passport, Aadhar card
- 6 Passport size (8.25) Stamp size photographs.



Authorized Signatory

Ref: 640223/1402971/ELTP

23-SEP-2016

Ms. Lakshmi Kesari
Bangalore (kar) - 560070
Mobile: 7760197662

Subject: Offer of Appointment

Dear Ms. Lakshmi Kesari

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

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at **Band 'U'** and **Sub Band 'U1'** under ELTP Scheme.
2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement (ELITE)**" will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
 - the academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - meeting the set eligibility criteria at the end of your academic course
 - meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.



ANNEXURE - A

NAME	Ms Lakshmi Kesari
TITLE	Associate Software Engineer
BAND	U1
LOCATION	BENGALURU
COMPONENTS	
	Per Annum (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)	67,935
HRA (@50% OF BASIC)	33,968
CONVEYANCE	19,200
BONUS / STATUTORY BONUS	24,000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	8,152
FLEXIBLE COMPONENTS OF TFP	73,194
TOTAL FIXED PAY..... (A)	226,449
TOTAL VARIABLE PAY (TVP)..... (B)	25,161
ADDITIONAL BENEFITS..... (C)	8,390
GRATUITY	3,268
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5,122
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	260,000

- 1. Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- 2. Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12,000
Medical Reimbursement	15,000
Mobo Meal (Max Rs. 1100 per month)	13,200

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component.

(Contd...)

Ref: 640223/1402951/ELTP

21-JUL-2016

Ms. Susmitha .
Bangalore (kar) - 560070
Mobile: 9632689851

Subject: Offer of Appointment

Dear Ms. Susmitha .

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

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at **Band 'U'** and **Sub Band 'U1'** under **ELTP Scheme**.
2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**" (**ELITE**) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the **ELITE** program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "**Annual Total Cash Compensation**" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
 - the academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - meeting the set eligibility criteria at the end of your academic course
 - meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.



ANNEXURE - A

NAME	Ms Susmitha .
TITLE	Associate Software Engineer
BAND	U1
LOCATION	BENGALURU
COMPONENTS	
	Per Annum (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)	67,935
HRA (@50% OF BASIC)	33,968
CONVEYANCE	19,200
BONUS / STATUTORY BONUS	24,000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	8,152
FLEXIBLE COMPONENTS OF TFP	73,194
TOTAL FIXED PAY..... (A)	226,449
TOTAL VARIABLE PAY (TVP)..... (B)	25,161
ADDITIONAL BENEFITS..... (C)	8,390
GRATUITY	3,268
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAL)	5,122
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	260,000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12,000
Medical Reimbursement	15,000
Mobo Meal (Max Rs. 1100 per month)	13,200

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component. (Contd...)

Ref: 640223/1402962/ELTP

21-JUL-2016

Mr. Guru Prasad Nr
Bangalore (kar) - 560078
Mobile: 9880051945

Subject: Offer of Appointment

Dear Mr. Guru Prasad Nr

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

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at **Band 'U'** and **Sub Band 'U1'** under **ELTP Scheme**.
2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**"(ELITE) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
 - the academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - meeting the set eligibility criteria at the end of your academic course
 - meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.



ANNEXURE - A

NAME	Mr Guru Prasad Nr	
TITLE	Associate Software Engineer	
BAND	U1	
LOCATION	BENGALURU	
COMPONENTS		Per Annum (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)		67,935
HRA (@50% OF BASIC)		33,968
CONVEYANCE		19,200
BONUS / STATUTORY BONUS		24,000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)		8,152
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TOTAL FIXED PAY..... (A)		226,449
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ADDITIONAL BENEFITS..... (C)		8,390
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TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)		260,000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
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Component	Max Limit
Leave Travel Assistance	12,000
Medical Reimbursement	15,000
Mobo Meal (Max Rs. 1100 per month)	13,200

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component. (Contd...)