



KG COLLEGE OF ARTS AND SCIENCE

Affiliated to Bharathiar University

Accredited by NAAC

ISO 9001:2015 Certified Institution

KGiSL Campus, Coimbatore – 641 035

Criterion 5- Student Support and Progression

Key Indicator- 5.1 Student Support

5.1.3. Percentage of students benefited by guidance for competitive examinations and career counseling offered by the Institution during the last five years

Academic Year 2021-2022

Number of student Placed – 862

10% of the offer letter of students placed

AFRITHA S – B.B.A.CA - FOCUS EDUMATICS

BBA CA - 19



Date 10th August, 2022

Dear AFRITHA.S,

Sub: Provisional Offer letter for Online Tutor position

We are pleased to offer you the provisional position for a "Online Tutor" on the following Terms and conditions and your date of joining is during August 2022.

1. You are entitled to a 30 day Training and Certification program after joining us, the start date of which will be confirmed upon consultation with your Placement department.
2. Please note that your confirmation of this Employment with us would be subject to your successfully completing your certification at the end of your 30 days of 'Training and Certification' and also subject to your being awarded your Degree this year in your respective course.
3. 100% attendance is compulsory during this 'Training and Certification' Program.
4. You would be required to visit our Chennai office for Finger-printing process immediately after your successful completion of 'Training & Certification' and before you get absorbed by us as a Full-time employee. This is as mandated by the US government policy.
5. Your total annual CTC will be Rs.2,50,000/- (Rupees Two Lakh fifty thousand Only). You will be receiving the salary breakup from the HR team on the date of your joining us as a regular Employee after your successful completion of Training & certification.
6. You will also be eligible for Medical Insurance, apart from the above CTC.
7. Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.

**FOCUS EDUMATICS PVT. LTD., #1604, 2nd Floor, BMH Srinivas Complex, Above Air India
Office Trichy Road Coimbatore – 641018**

ARAVINDH RAJ M – B.Sc. CT- TATA CONSULTANCY SERVICES



B.Sc. CT - A
1906KPO4
Aravindhraj. M

Offer: Computer Consultancy
Ref: TC SL/DT20218891974/Chennai
Date: 04/02/2022

Mr. Aravindh Raj M
25\1 Samy Gounder Street Sanganoor,
Sanganoor,
Coimbatore-641027,
Tamil Nadu.
Tel# 91-9080780806

Dear Aravindh Raj M,

Sub: Letter of Offer

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

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

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

TCS Confidential
TC SL/DT20218891974

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

315/2, E-24, Karamana Road, Indira Nagar, Coimbatore-641015, Tamil Nadu, India
Tel: 91 44 9645 2222 Fax: 91 44 9645 2535 Website: www.tcs.com
Registered Office: 7th Floor, Dalal Street, Fort, Chennai-600 015
TCS Careers Services: 1800 395 3111 Email: careers@tcs.com

ASWANTH - B.B.A - FOCUS EDUMATICS

(19) BBA



Date 10th August, 2022

Dear Aswanth,

Sub: Provisional Offer letter for Online Tutor position

We are pleased to offer you the provisional position for a "Online Tutor" on the following Terms and conditions and your date of joining is during August 2022.

1. You are entitled to a 30 day Training and Certification program after joining us, the start date of which will be confirmed upon consultation with your Placement department.
2. Please note that your confirmation of this Employment with us would be subject to your successfully completing your certification at the end of your 30 days of 'Training and Certification' and also subject to your being awarded your Degree this year in your respective course.
3. 100% attendance is compulsory during this 'Training and Certification' Program.
4. You would be required to visit our Chennai office for Finger-printing process immediately after your successful completion of 'Training & Certification' and before you get absorbed by us as a Full-time employee. This is as mandated by the US government policy.
5. Your total annual CTC will be Rs.2,50,000/- (Rupees Two Lakh fifty thousand Only). You will be receiving the salary breakup from the HR team on the date of your joining us as a regular Employee after your successful completion of Training & certification.
6. You will also be eligible for Medical Insurance, apart from the above CTC.
7. Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.

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Office Trichy Road Colmbatore – 641018

BHARATH N –B.Sc. IT - TATA CONSULTANCY SERVICES

(15) B.Sc. IT



Offer: Computer Consultancy
Ref: TCSL/DT20218778013/Chennai
Date: 04/02/2022

Mr. Bharath N
5/83,
Kilkavatty,
Ooty-643004,
Tamil Nadu.
Tel# -

Dear Bharath N,

Sub: Letter of Offer

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

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

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

TCS Confidential
TCSL/DT20218778013

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sriroinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 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

BHOOMIKA M - BA ENGLISH - FOCUS EDUMATICS

BA U4 - 19



Date 10th August, 2022

Dear Bhoomika M,

Sub: Provisional Offer letter for Online Tutor position

We are pleased to offer you the provisional position for a "Online Tutor" on the following Terms and conditions and your date of joining is during August 2022.

1. You are entitled to a 30 day Training and Certification program after joining us, the start date of which will be confirmed upon consultation with your Placement department.
2. Please note that your confirmation of this Employment with us would be subject to your successfully completing your certification at the end of your 30 days of 'Training and Certification' and also subject to your being awarded your Degree this year in your respective course.
3. 100% attendance is compulsory during this 'Training and Certification' Program.
4. You would be required to visit our Chennai office for Finger-printing process immediately after your successful completion of 'Training & Certification' and before you get absorbed by us as a Full-time employee. This is as mandated by the US government policy.
5. Your total annual CTC will be Rs.2,50,000/- (Rupees Two Lakh fifty thousand Only). You will be receiving the salary breakup from the HR team on the date of your joining us as a regular Employee after your successful completion of Training & certification.
6. You will also be eligible for Medical Insurance, apart from the above CTC.
7. Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.

**FOCUS EDUMATICS PVT. LTD., #1604, 2nd Floor, BMH Srinivas Complex, Above Air India
Office Trichy Road Coimbatore – 641018**

DAVID J - B.Sc. CS - WIPRO

2/1/22, 2:35 PM

https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=WILP_Enrollment_Letter_Template_2022&...

(19) B.Sc. - CS



February 1, 2022

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

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

Dear DAVID J,

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

Welcome to WILP!

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

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

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

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

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

Yours sincerely,
For Wipro Limited,

Aparna Shailen
General Manager - Human Resources

Endorsement

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

Terms & Conditions of Scholarship

1. PROFILE:

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

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic

https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=WILP_Enrollment_Letter_Template_2022&user=23163426&... 1/10

DEEPAK RAJ N - B.C.A.- SAMCO

(15) B.C.A.



Strictly Confidential

Date: 29/03/2022

Deepak Raj N

Subject: Offer letter for the position of Software Trainee

Dear Deepak,

This has reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **Software Trainee**.

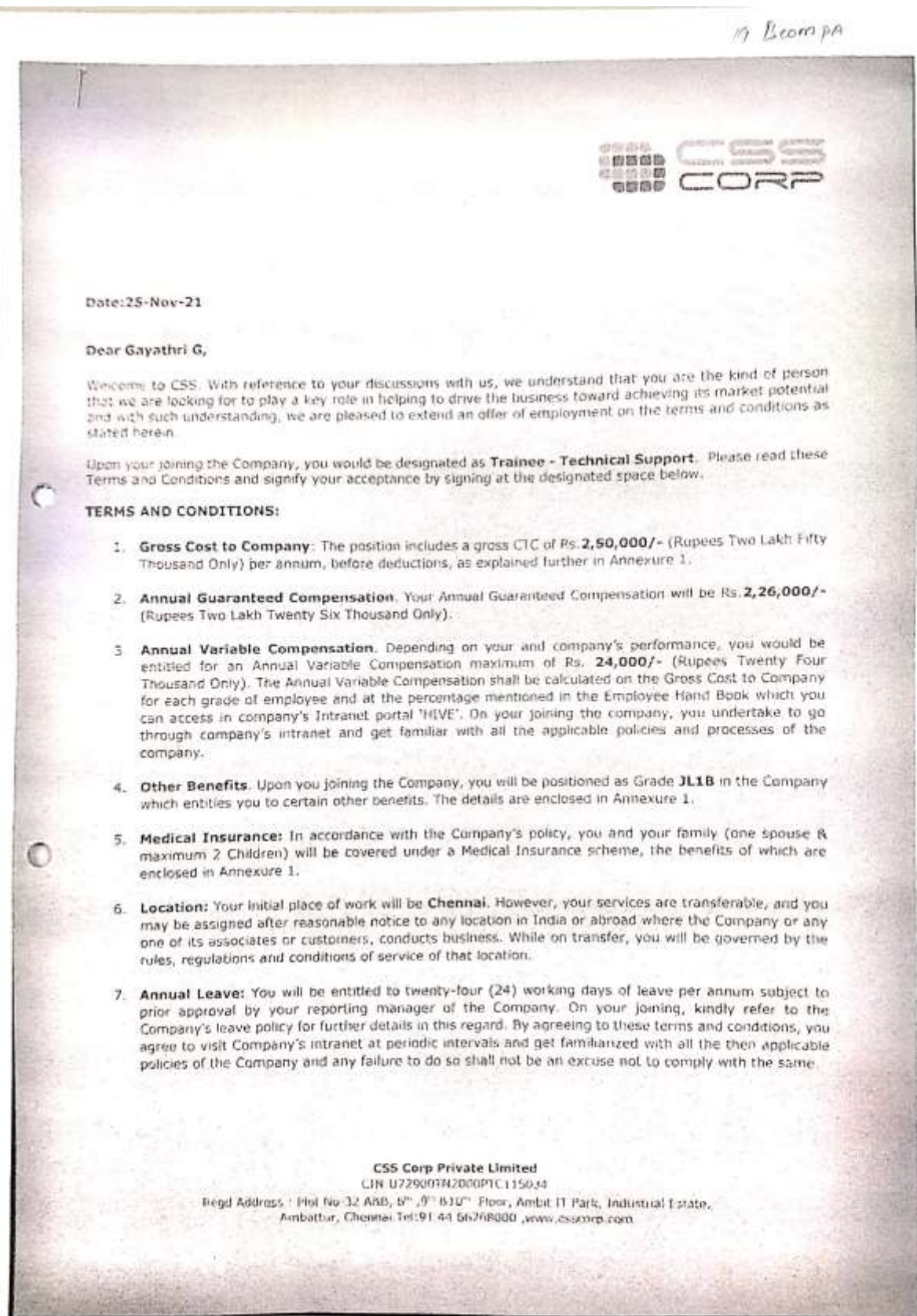
As discussed, you shall join duty on **01st June 2022** failing which this letter will be treated as cancelled. Kindly note that this offer would be withdrawn if you won't accept the same on or before **31/03/2022**. Please find the salary structure below:

| Component | Amount (Rs) | |
|--------------------------------------------|--------------|---------------|
| | Per Month | Yearly |
| Fixed Compensation Structure | | |
| Basic Pay + DA | 16830 | 201960 |
| HRA | 8415 | 100980 |
| Other Allowances | 2805 | 33660 |
| Total all (above)A Gross Salary | 28050 | 336600 |
| LESS | | |
| PF Employee Contribution | 1800 | 21600 |
| Professional Tax | 200 | 2500 |
| NET Salary | 26050 | 312500 |
| | | |
| PF Employer Contribution (B) | 1950 | 23400 |
| Total Cost to Company (CTC) A+B | 30000 | 360000 |

You shall be on probation for a period of 6 months and your services would be confirmed based on your performance. You will be reporting to **Mr. Sundaresan Ramakrishnan** on the date of joining. Please note that reporting manager can be changed as per project requirement.

1004 - A, 10th Floor, Naman Midtown - A Wing, Senapati Bapat Marg, Elphinstone Road,
Mumbai, Maharashtra 400013

GAYATHRI G - B.Com. PA - CSS CORP



HARINI V- B.Sc. BIO TECH - COTIVITI

(11) Bio-tech

DocuSign Envelope ID: BC1C5201-90E1-4500-BC0E-9A0D030E32F0

COTIVITI

Cotiviti India Private Limited

Registered Office:
10th floor, Galaxy, Plot No.1, 5y.No.83/1, HYD Knowledge City,
Redburg, Serilingampally Mandal Hyderabad
Rangareddi TG 500081 IN
Tel: +91 40 6712 2222, Fax: +91 40 6712 2224
CIN: U72200TG2007ITC058815, Web: www.cotiviti.com

Date: 28-December-21

Harini V,
1/13, Krishna Nagar, Rakkipalayam,
Coimbatore - 641031

Dear Harini,

Congratulations!!

We are pleased to inform that you have been offered a position of **Junior Medical coder**. As discussed, you will operate from our Coimbatore office. Please note that this offer is subject to a positive background & reference check to be conducted by us based on specific information provided by you as per our policy subsequent to your joining our Company.

1. Details of your compensation package are attached as per annexure - 1.
2. Your date of joining our establishment is on or before **7-February-22**. However, we would like you to try & join us as soon as possible. We expect you to take steps in being relieved from your current job based on this note and confirm your exact date of joining.
3. You will have to furnish the following on joining
 - a) Photocopies of your basic, intermediate, and highest degrees obtained.
 - b) Your relieving letter from your previous organizations.
 - c) Statement of income last drawn preferably with a break-up.
 - d) Copy of PAN Card.
 - e) Copy of Aadhaar Card.
 - f) Copy of passport (if you have), six passport size color glossy (not Polaroid) photographs of self & family members being covered under the Mediclaim policy.
 - g) Check of blood group.
 - h) Check date of birth of dependents for Mediclaim policy at the time joining.
4. If you fail to join your duties as above or if we do not receive confirmation of your accepting this offer within three days from the receipt of the same, this offer letter stands automatically cancelled and withdrawn.
5. As per company policy you are required to sign a Non-Disclosure-Agreement with the company on your joining as part of your joining process.
6. During your employment with Cotiviti you will adhere to the company policies in general and information security policies that are issued from time to time.
7. Cotiviti has internally designed a HIPAA Privacy Policy. Network Services have designed policies for data, systems, and network security. All employees need to follow HIPAA Privacy policy as applicable. Violation could result in disciplinary action including termination from services.
8. Your duties will be governed by the rules and regulations of the company which will be elaborated and detailed in the appointment letter.
9. Selected candidates will be part of Cotiviti & will first undergo US Healthcare & Medical coding training, aimed at Certified Risk Adjustment Coder (CRC) Certification. On completion of the certification training, every candidate will be required to clear CRC certification (Max 2 Attempts permitted by AAPC). Cotiviti will pay for the CRC certification fee for first 2 attempts. Continuation of the employment is subject to CRC certification. Once CRC certification fee is paid, Training / Service Agreement will be executed by the employee for a minimum service period of 18 months with Cotiviti, effective from the date of payment of CRC certification fee.

Please confirm your acceptance of this offer by return email.

We owe much of our success to the dedicated work of all our people, and therefore we strive to have a mutually beneficial, and long-term and rewarding relationship. In case you have any further clarifications, please feel free to call Abdul Rahuman at Mobile # +91-9080276094 or email abdul.rahuman@cotiviti.com

Thanking You
For Cotiviti India Private Limited

(Signature)
Muhammad
Muhammad
Vice President- Human Resources

Page 1 of 2

10th floor, Aurelio de Galaxy, Plot No.1, 5y-83/1,
Hyderabad Knowledge City, Redburg, Rangareddi TG 500081

Operational offices
Plot C, Padure & 4th floor, Shankar Deepak Complex
National Games Road Off Golf Course, Yerrada Pune 411008

IndiaLand Tech Park, 7th Floor Tower A
Saravanampatti, Keeranathan, Coimbatore TN-641035

JANAKI M- B.Sc. CT - CAPGEMINI

Handwritten signature/initials in blue ink.



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

Superset ID: 1833263

Letter of Intent ("LOI")

Dear Janaki M,

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

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

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

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

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

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

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

JANSI Y - B.Sc. CT – COGNIZANT TECHNOLOGY SERVICES

19 B.Sc CT



Letter of Intent (LOI)

Superset ID: 1834069

March 21, 2022

Dear Jansi Y,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 252,000/-**. This includes an annual incentive target of **INR 12,000/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 1 week from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2.cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar

Vice President - Human Resources

JESSY RINISHA E –B.B.A - CSS CORP

(19) B.B.A



Date:25-Nov-21

Dear Jessy Rinisha E,

Welcome to CSS. With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining the Company, you would be designated as **Trainee - Technical Support**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

TERMS AND CONDITIONS:

1. **Gross Cost to Company:** The position includes a gross CTC of Rs. **2,50,000/-** (Rupees Two Lakh Fifty Thousand Only) per annum, before deductions, as explained further in Annexure 1.
2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be Rs. **2,26,000/-** (Rupees Two Lakh Twenty Six Thousand Only).
3. **Annual Variable Compensation.** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation maximum of Rs. **24,000/-** (Rupees Twenty Four Thousand Only). The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and processes of the company.
4. **Other Benefits.** Upon you joining the Company, you will be positioned as Grade **JL1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.
5. **Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.
6. **Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.
7. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.

CSS Corp Private Limited

CIN:U72900TN2000PTC115034

Regd Address : Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel:91 44 66768000 ,www.csscorp.com

KAMALI S - B.Com - TATA CONSULTANCY SERVICES

Kamali . S
1922AAB18
B. Com B



Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20219157359/Chennai/BPS/BTN
Date:18/04/2022

Dear Ms. Kamali S,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Private and Confidential
TCSL/DT20219157359

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
6th Floor III Phase, Spencer Plaza 769, Anna Salai, Chennai - 600 002, India
Ph.: +91 44 66164111 Fax 91 44 6616 4050 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

1

KAVIYA K - BA.ENGLISH - TATA CONSULTANY SERVICES

BA 115 (1)



Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20219153561/Chennai/BPS/BTN
Date:18/04/2022

Dear Ms. Kaviya Karuppaiah,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

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Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Private and Confidential
TCSL/DT20219153561

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
6th Floor III Phase, Spandor Plaza TCS, Anna Salai, Chennai - 600 002, India
Ph.: +91 44 66164111 Fax 91 44 6616 4050 E-mail: corporate.office@tcs.com, Website: <http://www.tcs.com>
Registered Office 5th Floor, Nandan Building, Nandan Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC024701

1

KIRUTHIKA K - B.Sc. CS - COGNIZANT TECHNOLOGY SERVICES

03/21/22

Cognizant

Letter of Intent (LOI)

Superset ID: 1839228

March 21, 2022

Dear Kiruthika Kandakumar,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 252,000/-**. This includes an annual incentive target of **INR 12,000/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 1 week from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar

Vice President - Human Resources

KRISHNAPRIYA J - B.Sc. CS - COGNIZANT TECHNOLOGY SERVICES

(15) B.Sc. CS

Cognizant

Letter of Intent (LOI)

Superset ID: 1840256

March 21, 2022

Dear Krishnapriya Janarthanan,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 252,000/-**. This includes an annual incentive target of **INR 12,000/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 1 week from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar

Vice President - Human Resources

LOGAPRIYA S – B.Sc. BIO TECH - COTIVITI

(13) Bio Tech

DocuSign Envelope ID: 3907087A-0E35-4CC9-B800-34B0725368CD

COTIVITI

Logapriya S
5/383/2, Nehruji Street,
Lakshmpuram, Theni

Dear Logapriya,

Congratulations!!

We are pleased to inform that you have been offered a position of **Junior Medical coder**. As discussed, you will operate from our Coimbatore office. Please note that this offer is subject to a positive background & reference check to be conducted by us based on specific information provided by you as per our policy subsequent to your joining our Company.

1. Details of your compensation package are attached as per annexure – I.
2. Your date of joining our establishment is on or before **7-February-22**. However, we would like you to try & join us as soon as possible. We expect you to take steps in being relieved from your current job based on this note and confirm your exact date of joining.
3. You will have to furnish the following on joining
 - a) Photocopies of your basic, intermediate, and highest degrees obtained.
 - b) Your relieving letter from your previous organizations.
 - c) Statement of income last drawn preferably with a break-up.
 - d) Copy of PAN Card.
 - e) Copy of Aadhaar Card.
 - f) Copy of passport (if you have), six passport size color glossy (not Polaroid) photographs of self & family members being covered under the Mediclaim policy.
 - g) Check of blood group.
 - h) Check date of birth of dependents for Mediclaim policy at the time joining.
4. If you fail to join your duties as above or if we do not receive confirmation of your accepting this offer within three days from the receipt of the same, this offer letter stands automatically cancelled and withdrawn.
5. As per company policy you are required to sign a Non-Disclosure-Agreement with the company on your joining as part of your joining process.
6. During your employment with Cotiviti you will adhere to the company policies in general and information security policies that are issued from time to time.
7. Cotiviti has internally designed a HIPAA Privacy Policy. Network Services have designed policies for data, systems, and network security. All employees need to follow HIPAA Privacy policy as applicable. Violation could result in disciplinary action including termination from services.
8. Your duties will be governed by the rules and regulations of the company which will be elaborated and detailed in the appointment letter.
9. Selected candidates will be part of Cotiviti & will first undergo US Healthcare & Medical coding training, aimed at Certified Risk Adjustment Coder (CRC) Certification. On completion of the certification training, every candidate will be required to clear CRC certification (Max 2 Attempts permitted by AAPC). Cotiviti will pay for the CRC certification fee for first 2 attempts. Continuation of the employment is subject to CRC certification. Once CRC certification fee is paid, Training / Service Agreement will be executed by the employee for a minimum service period of 18 months with Cotiviti, effective from the date of payment of CRC certification fee.

Please confirm your acceptance of this offer by return email.

We owe much of our success to the dedicated work of all our people, and therefore we strive to have a mutually beneficial, and long-term and rewarding relationship. In case you have any further clarifications, please feel free to call Abdul Rahuman at Mobile # +91-9080276094 or email abdul.rahuman@cotiviti.com

Thanking You
For Cotiviti India Private Limited

Digitally signed by
Mohsin Mohammed
Mohsin Mohammed
Vice President- Human Resources

Page 1 of 2

10th floor, Aerohub Galaxy, Plot No.1, 5y,83/1,
Hyderabad Knowledge City, Rajdurg, Rengareddi TG 500081

Operational offices
Plot C, Podium & 4th floor, Bsnarius Deepak Complex
National Games Road Off Golf Course, Yashwantrao Chavan Road, Pune 411005

IndiaLand Tech Park, 7th floor Tower A
Sarwanampatti, Keeranatham, Coimbatore TN-641025

LOHITH CA - B.COM - TATA CONSULTANCY SERVICES



B.Com A
Roll No : 192AAA25

Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20219154204/Chennai/BPS/BTN
Date:06/04/2022

Dear Mr. Lohith Ca,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

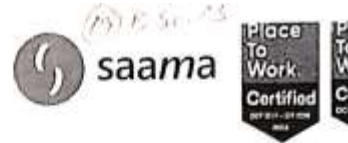
Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Private and Confidential
TCSL/DT20219154204

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
6th Floor III Phase, Spencer Plaza 769, Anna Salai, Chennai - 500 002, India
Ph.: +91 44 66164111 Fax 91 44 6616 4050 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC034781

MADHAVAN B D - B.Sc. CS - SAAMA TECH



Ref: 63455
Date: 3rd March 2022

(Confidential)

Madhavan BD,
Chennai

Sub: - Offer Letter

Dear
Madhavan
BD,

We are pleased to extend an offer of employment to you with us, one of the largest pure-play data science solutions and services company, Saama Technologies (India) Pvt. Ltd. (The Company).

We loved knowing about you and felt that you can be a great addition to the team. Considering our conversations and your fitment, you are offered the role of "System Engineer Trainee" at "P1" Level.

The terms & conditions of the Employment offer are as follows:

1. Date And Location of Commencement:

- a) **Date of Joining:** Your employment with the company shall commence not later than 7th March 2022.
- b) **Location of Joining:** Your joining location will be Chennai- Saama Technologies India Pvt Ltd 6th Floor , Smartworks Coworking Spaces Pvt Ltd, Olympia National Towers. Block 3, A3 & A4 , North Phase Guindy Industrial Estate , Chennai - 600032

2. Compensation:

Your total salary expressed as Cost to Company (CTC) will be INR. 4,20,000/- per annum. The components of your salary structure are detailed out in Annexure A.

- a) Your compensation consists of Basic Salary, House Rent Allowance, Transport Allowance, and Medical Reimbursement, Joining Bonus and Retention Bonus and other allowances as per Company's prevailing policies. PF, Gratuity and Income Tax deductions will be made from your compensation, as per statutory compliances. Your compensation is confidential and shall not be discussed or disclosed to anyone within or outside the company without the prior written permission from the company.
- b) The total annual compensation may include a certain variable component which is based on overall company performance, the group/divisional performance and individual performance and will be announced separately. The amount mentioned in the annexure is the average possible quantum.

3. Service Agreement:

The Employee, as part of the consideration for the training efforts and costs involved, agreed for not leaving the services of the company for a minimum period of **Three years** from the date of his/her joining. The Employer has full rights to terminate the employee from his/her service due to any violation actions, low performance, misconduct by giving notice as per the clause no. 8

The Employee agrees that during the Employment Period he/she shall devote his/her full business time to the business affairs of the Company and shall perform his/her duties faithfully and efficiently subject to the direction of them management team of the Company.

In case, The Employee for any reason leaves the services of the Company before the signed period of Three years from the date of joining, then he/she shall forthwith pay a sum of **Joining bonus and retention bonus paid by company for one year and six months (or as per the calculation done by company)** being the indemnification of the cost of training to the Company.

MONISHA G - B.Com. CA - FOCUS EDUMATICS

(15) B.Com - CA



Date 10th August, 2022

Dear Monisha, G,

Sub: Provisional Offer letter for Online Tutor position

We are pleased to offer you the provisional position for a "Online Tutor" on the following Terms and conditions and your date of joining is during August 2022.

1. You are entitled to a 30 day Training and Certification program after joining us, the start date of which will be confirmed upon consultation with your Placement department.
2. Please note that your confirmation of this Employment with us would be subject to your successfully completing your certification at the end of your 30 days of 'Training and Certification' and also subject to your being awarded your Degree this year in your respective course.
3. 100% attendance is compulsory during this 'Training and Certification' Program.
4. You would be required to visit our Chennai office for Finger-printing process immediately after your successful completion of 'Training & Certification' and before you get absorbed by us as a Full-time employee. This is as mandated by the US government policy.
5. Your total annual CTC will be Rs.2,50,000/- (Rupees Two Lakh fifty thousand Only). You will be receiving the salary breakup from the HR team on the date of your joining us as a regular Employee after your successful completion of Training & certification.
6. You will also be eligible for Medical Insurance, apart from the above CTC.
7. Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.

**FOCUS EDUMATICS PVT. LTD., #1604, 2nd Floor, BMH Srinivas Complex, Above Air India
Office Trichy Road Coimbatore - 641018**

NIKHILA A - BA. ENGLISH - TATA CONSULTANCY SERVICES

60.1.2.12



Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSSL/DT20219171062/Chennai/BPS/BTN
Date:06/04/2022

Dear Ms. Nikhila A,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Private and Confidential
TCSSL/DT20219171062

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
6th Floor III Phase, Spencer Plaza 763, Anna Salai, Chennai - 600 002, India
Ph: +91 44 66164111 Fax 91 44 6616 4050 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office 9th Floor, Nirmal Building, Marumuri Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC024701

1

RESHMA P - B.COM - CSS CORP



Date:25-Nov-21

Dear Reshma P,

Welcome to CSS. With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining the Company, you would be designated as **Trainee - Technical Support**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

TERMS AND CONDITIONS:

1. **Gross Cost to Company:** The position includes a gross CTC of Rs. **2,50,000/-** (Rupees Two Lakh Fifty Thousand Only) per annum, before deductions, as explained further in Annexure 1.
2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be Rs. **2,26,000/-** (Rupees Two Lakh Twenty Six Thousand Only).
3. **Annual Variable Compensation.** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation maximum of Rs. **24,000/-** (Rupees Twenty Four Thousand Only). The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and processes of the company.
4. **Other Benefits.** Upon you joining the Company, you will be positioned as Grade **JL1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.
5. **Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.
6. **Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.
7. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.

CSS Corp Private Limited

CIN:U72900TN2000PTC115034

Regd Address : Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel:91 44 66768000 ,www.csscorp.com

RITHIKA SHREE S - B.Com - CSS CORP



Date:25-Nov-21

Dear Rithika Shree S,

Welcome to CSS. With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining the Company, you would be designated as **Trainee - Technical Support**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

TERMS AND CONDITIONS:

- 1. Gross Cost to Company:** The position includes a gross CTC of Rs. **2,50,000/-** (Rupees Two Lakh Fifty Thousand Only) per annum, before deductions, as explained further in Annexure 1.
- 2. Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be Rs. **2,26,000/-** (Rupees Two Lakh Twenty Six Thousand Only).
- 3. Annual Variable Compensation.** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation maximum of Rs. **24,000/-** (Rupees Twenty Four Thousand Only). The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and processes of the company.
- 4. Other Benefits.** Upon you joining the Company, you will be positioned as Grade **JL1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.
- 5. Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.
- 6. Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.
- 7. Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.

CSS Corp Private Limited

CIN:U72900TN2000PTC115034

Regd Address: Plot No-32 4&B, 6th & 7th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai. Tel:91 44 66755111 . www.csscorp.com

SHALINI S - B.Com. PA - WIPRO

4/21/22, 10:02 PM

https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=STEP_UP_PA_Offer_Letter_Template_2020...

19 PA



APPOINTMENT LETTER

April 21, 2022

Dear Shalini S,

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

1. Appointment Details:

- a. The date of appointment is effective from the date of Joining, unless otherwise communicated in writing by the company.
- b. You will be on probation for a period of 12 months from the date of your appointment. The Company will during the probation period evaluate your performance periodically. The Company reserves the right to decide on the continuance of probationary period/ your employment, depending on your performance in the appointed post. On completion of the probation period, if the Company at its sole discretion, finds you to be suitable for the appointed post, your appointment shall be confirmed and communicated to you in writing. Post confirmation you will continue to be in career group - **Trainee-Group A** and after successful completion of the course and meeting requisite performance thresholds you would be allocated to career group - **B1**.
- c. The People Ambassador program will be for a period of 3 years. During this period, you will be pursuing 2 year EPGDBM from a renowned institution partnering with Wipro for the Step Up program. d. The retirement age is 58 years.
- e. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- f. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- g. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- h. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

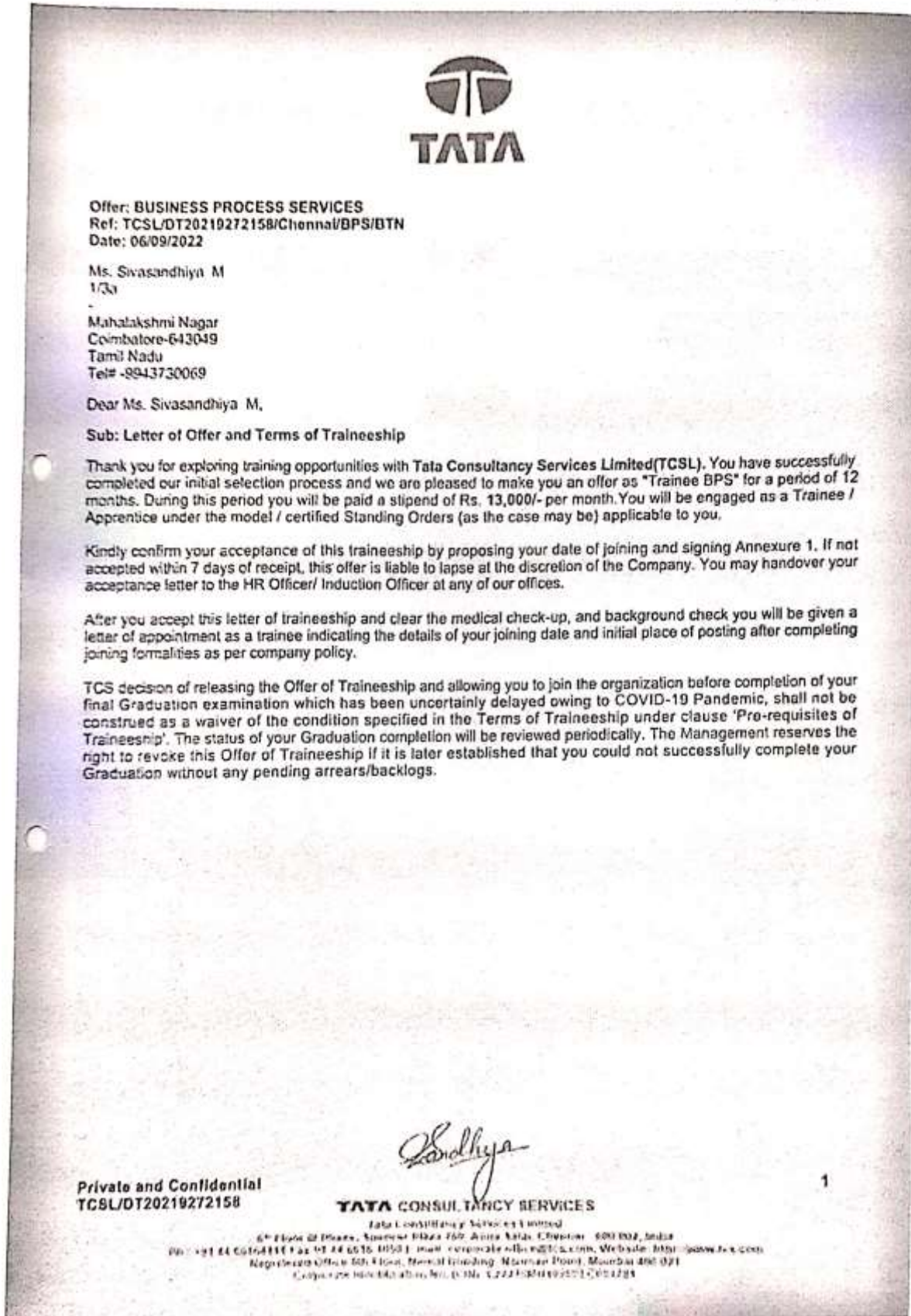
2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=STEP_UP_PA_Offer_Letter_Template_2020&user=24430384&ite... 1/13

SIVASANDHIYA M - B.Com. PA - TATA CONSULTANCY SERVICES



VIDHYA S - B.Sc. CS - CAPGEMINI



Capgemini Technology Services India Limited
(Formerly known as NSATE Global Solutions Limited)
IT 1, IT 2, Airo MIDC Thane - Belapur Road,
New Mumbai 400708, Maharashtra, India
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2421
www.capgemini.com/in/en

Superset ID: 1835626

Letter of Intent ("LOI")

Dear VIDHYA SHANMUGAM,

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

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

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

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

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

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

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

YAMUNA Y - B.Sc. CT - DELOITTE

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15/09/22

Deloitte

Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village,
Ranga Reddy District, Hyderabad - 500032, Telangana,
India

Tel: +91 040 67621000
www.deloitte.com

Sep 2, 2022

Ms. Yamuna Y
22/30, Union road, 3rd street, Narasimhanaickenpalayam,
Coimbatore, 641031
India

Subject: Offer of Employment

Dear Yamuna Y:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **October 3, 2022**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 325,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 25,000/-** subject to your reporting for full-time employment on **October 3, 2022**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **October 3, 2022**, or an alternative mutually agreed upon date.

Regd. Off.: Floor 4, Deloitte Tower 1, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India
GST Reg No - 36AABCD0476H1ZT CIN: U72900TG2000PTC039976

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AJAY S R - B.Sc. CT – DELOITTE

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19 CT

Deloitte.

Deloitte Consulting India Private Limited
Salarpuria Softzone, Sy. No. 80/1, 81/1 & 81/2,
Bellandur Village, Varthur Hobli, Bengaluru South Taluk,
Outer Ring Road, Bengaluru – 560103, India

Tel: +91 080 6755 5000/ +91 080 6755 4000
www.deloitte.com

Sep 2, 2022

Mr. Ajay S R
6/36-1, Perumal Kovil street, Keeranatham,
Coimbatore, 641035
India

Subject: Offer of Employment

Dear Ajay S R:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **October 3, 2022**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 325,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached **Annexure A**.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 25,000/-** subject to your reporting for full-time employment on **October 3, 2022**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **October 3, 2022**, or an alternative mutually agreed upon date.

Regd. Off.: Floor 4, Deloitte Tower 1, Survey No. 41, Gachibowli Village, Range Reddy District, Hyderabad - 500032, Telangana, India
GST Reg No. 36AABCD0476H1ZT CIN: U72900TG2000PFC039976

This is a system generated offer

Page 1 of 19

AJIN V - B.Com. CA – STATE STREET HCL

A2ACB01
AJIN.V
B.Com CA "B"

LETTER OF INTENT

19 Apr, 2022

Ajin V

No14,Aaaru sami Gounder Illam, Velavan nagar, Manikarampalayam, Ganapathy,
Coimbatore-641006

Dear Ajin ,

Congratulations! We are very pleased to inform you that basis your interview and discussions with us, we have shortlisted you for the position of Analyst in our company.

We are informing you about our intentions of hiring you for this position in our company.

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

Upon accepting this LOI, you will be provided access to self-study material in the investment banking world and prepare you for effective communication with some soft skill exercises as these are essential for your success in the professional world. Please go through the attachment of the course material shared with you which is self- explanatory.

Our training team will get in touch with you in batches and explain to you the objective of the whole exercise and help you with the approach of how to make the learning effective. At the end of the course, you will have an interaction with the training team with some quizzes to help you to assess yourself and get you prepared for a wonderful career in the Company.

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

We look forward to hearing from you. Should you have any query, please do not hesitate to contact freddy.sahai@hcl.com.

AMIRTHAA R - B.Com – COGNIZANT TECHNOLOGY SERVICES

B. Com (13)



Letter of Intent (LOI)

Superset ID: 2679107

March 21, 2022

Dear Amirthaa Ramadass,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 252,000/-**. This includes an annual incentive target of **INR 12,000/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 1 week from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar

Vice President - Human Resources

ANJUSHA N - B.Com. IT – INFOSYS BPM

Plum J+ (15)



September 21, 2022

HRD/InfosysBPM/1005295206

Ms. Anjusha N
12 4 f 6
Venkataraman Layout kattor
Mettupalayam-641305
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Anjusha,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 27-September-2022 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 20496/- |

- Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

ARUN KUMAR K - B.Com. – INFOSYS BPM

B.Com - 17.



HRD/InfosysBPM/1005295376

September 20, 2022

Mr. Arun Kumar
Avinashi Road, Danaputhur,
Punjai Puliampatti, Erode District
Tamilnadu-638459
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Arun,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

| | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 27-September-2022 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 20496/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

I. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

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b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

ASWATHI DINESH - B.Com. – GP STRATEGIES

B. Com. ①



22 April 2022

Mr./Ms. ASWATHI DINESH

College ID: 192AA2803

Name of the College/University: KG COLLEGE OF ARTS & SCIENCE

Dear ASWATHI,

Letter of Intent

GP Strategies Corporation (GP) is a global leader in workforce development and one of the world's largest performance improvement companies. GP Strategies' employees are the best in their fields, and we continue to grow and add new members to our exceptional team.

GP Strategies India is pleased to release this **Letter of Intent** further to successfully completing the selection process towards Campus Placement Program held on 21st & 22nd April 2022.

Your date of joining as **Trainee** with **GP Strategies India Private Limited** will be communicated to you later through an offer letter in writing, further to successful completion of your current course being pursued in the campus.

The offer of employment will be contingent upon the following terms and conditions:

1. Successful completion of the current course being pursued in the College/University and submission of necessary documents
2. Satisfactory verification procedures.

The validity of this Letter of Intent will be for a period of six months from the date of this letter.

Please feel free to contact us in the interim should you have any questions, at hrindia@gpstrategies.com

For GP Strategies India Private Limited


Vidya Sree C V
Manager - HR

I have read, understood, and accept all terms of this Letter of Intent by GP Strategies India.

Full Name

Signature

Date

GP Strategies India Private Limited
Block B, 1st & 2nd Floor
No. 4/363, Old Mahabalipuram Road (Behind Max Showroom)
Kandanchavadi, Chennai 600096 India

CIN: U74999TN2006PTC061890
+91-44-66525516
gpstrategies.com

CHARULATHA S S - B.Com. CA – INFOSYS BPM



September 20, 2022

HRD/InfosysBPM/1005295410

Ms. CHARULATHA S S
208, giriamman kovil street, peelamadu
coimbatore
Coimbatore-641006
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear CHARULATHA,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

| | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 27-September-2022 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 20496/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

COSHIKA C - B.Sc. CS – COGNIZANT TECHNOLOGY SERVICES

B.S. 13 (15)



Letter of Intent (LOI)

Superset ID: 1822084

March 21, 2022

Dear Coshika Chinnathambi,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 252,000/-**. This includes an annual incentive target of **INR 12,000/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 1 week from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar

Vice President - Human Resources

DEEPADHARSHINI A – B.Com. CA – INFOSYS BPM



HRD/InfosysBPM/1005295563

September 20, 2022

Ms. Deepadharshini A
15/22, anna nagar,keernatham new road
saravanampatti
Coimbatore-641 035
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Deepadharshini,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Junior Accountant |
| c) Job Level | : 2B |
| d) Date of Joining | : 27-September-2022 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 20496/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

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b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

DEEPASRI R B – B.Com. CA – INFOSYS BPM



September 20, 2022

HRD/InfosysBPM/1005295317

Ms. DEEPASRI R B
52, Mariamman kovil street north ondipudur
Coimbatore
Coimbatore-641016
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear DEEPASRI,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 27-September-2022 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 20496/- |

- Please refer to the Appendices to this letter for details of your CTC and other allowances.

I. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

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All allowances are payable as per the policies of the Company, which are subject to change from time to time

DEEPTHE P – B.Com. CA – INFOSYS BPM



HRD/InfosysBPM/1005295232 September 20, 2022

Ms. DEEPTHE PRADEEP KUMAR
No.15, Temple street, 5th cross
1st phase extension, Maharani Avenue, Thondamuthur road, Vadavalli ,Coimbatore
Coimbatore-641041
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear DEEPTHE,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- a) Role : Process Executive
- b) Role designation : Process Executive
- c) Job Level : 2B
- d) Date of Joining : 27-September-2022
- e) Location of posting : BANGALORE, KARNATAKA, India f) Gross salary per month : Rs 20496/-

Please refer to the Appendices to this letter for details of your CTC and other allowances. 1.

Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

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- b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

GAYATHRI S – B.Sc. CT – COGNIZANT TECHNOLOGY SERVICES

B.Sc.CT - "A"
Gayathri.S
1926KA13

Cognizant

Letter of Intent (LOI)

Superset ID: 1821098

March 21, 2022

Dear Gayathri S,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 252,000/-**. This includes an annual incentive target of **INR 12,000/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 1 week from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar

Vice President - Human Resources

GOWSIKA M – B.Com. PA – SOLARTIS TECHNOLOGY SERVICES

1A, B.com PA

solartis

SOLARTIS TECHNOLOGY SERVICES PRIVATE LIMITED

Registered Office: DLF IT PARK, First Floor, Block 3, # 1/124, Shivaji Garden,
Nandambakkam Post, Mount Poonamallee Road, Manapakkam, Chennai- 600 089,
Tamilnadu, India. Ph: + 91-44-66645555

April 22, 2022

To

Gowsika Manickam
2/580 A, Nesavalur colony,
Elappalayam,
Kariampalayam,
Coimbatore - 641697

Dear Gowsika Manickam,

Reference to your application and further to the discussions we had with you, we are pleased to offer you appointment as **Associate - Operations** with effect from **April 22, 2022** with us as per the terms and conditions enumerated here under:

1. Appointment

- a) You will be on probation for a period of six months from the date of commencement of your duties, the period of which may be further extended at the discretion of the Management. After the completion of the probationary period, your appointment will be confirmed in writing, subject to your satisfactory performance.
- b) Your place of posting, at present, is at **Coimbatore**. You will be liable to be transferred in such capacity as the Company may from time to time determine to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company. In such case you will be governed by the terms and conditions of service applicable to the new assignment.

2. Compensation

It is a condition of your service to ensure that the Company's policy of maintaining the strictest confidentiality for the remuneration you receive is observed by you at all times.

Your Cost to Company shall be **Rs.194800/- (Rupees One Lakh Ninety Four Thousand and Eight Hundred Only)** per year (details enclosed in the annexure).

- a) Your CTC also includes the company's contribution to Employee's Provident Fund, the Employee State Insurance Corporation and any other statutory requirements to which the Company may comply with.

Emp.Code - 56371

Page 1 of 6

Branch Office 1 : Sornu Thiru Towers, Plot # 288, Anna Nagar, Madurai - 625 020

Branch Office 2 : #3, 120 Feet Road, Swami Vivekananda Nagar, K Pudur Post, Madurai - 625 007

CIN: U72200TN2006PTC059466 | Web: www.solartis.com | email: mail@solartis.com | Ph: +91-452-6645555

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HARINI R V – B.Com. PA – INFOSYS BPM

15:10

INTOSYS
Navigate your next
August 23, 2022

HRD/2T/1002467291/22-23

Ms. Harini Ravi
No.4/256
Jegathala Village And Post
The nilgiris-643202
India

Ph: +91-9585425123

Dear Harini,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.08.23 15:13:07 IST
Reason: Digitally Signed
Location: Bangalore

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

Company Confidential - This communication is confidential between you and Infosys Limited

HARISH K – B.Sc. IT – COGNIZANT TECHNOLOGY SERVICES



19-May-2022

Dear Harish K,
B.Sc. Science
KG College of Arts and Science, Coimbatore

Candidate ID – 21330428

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 252,000/-. This includes an annual target incentive of INR 12,000 /- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.284,111/-**. This includes an annual target incentive of INR 12,000/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (If offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

IMMANUVEL ANISH KUMAR D – B.Sc. CS – DELOITTE

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B.Sc. CS

Deloitte.

Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village,
Ranga Reddy District, Hyderabad - 500032, Telangana,
India

Tel: +91 040 67621000
www.deloitte.com

Sep 1, 2022

Mr. D Immanuel Anish Kumar
3/432, State Bank Colony, NGGO Colony,
Coimbatore, 641022
India

Subject: Offer of Employment

Dear D Immanuel Anish Kumar:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **October 3, 2022**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 325,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 25,000/-** subject to your reporting for full-time employment on **October 3, 2022**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **October 3, 2022**, or an alternative mutually agreed upon date.

Regd. Off.: Floor 4, Deloitte Tower 1, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India
GST Reg No: 36AA8CD0476H1ZT CIN: U72900TG2000PTC039976

This is a system generated offer.

Page 1 of 19

JANANIPRIYA M – B.Com. CA – INFOSYS BPM

19 Bcom CB



September 20, 2022

HRD/InfosysBPM/1005295388

Ms. Janani Priya M
3/76,sankaranagar1st street vinayagapuram
saravanampatti (po)
Coimbatore-641 035
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Janani,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 27-September-2022 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 20496/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

JANANI V S – B.Com. IT – INFOSYS BPM



HRD/InfosysBPM/1005295283

September 20, 2022

Ms. Janani V.S
10/33,Sakthi Nagar
Veerapandi Pirivu
Coimbatore-641019
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Janani,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 27-September-2022 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 20496/- |

- Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

JENIFER KAVIYA P – B.Com. CA – ANKER CLOUD



Date: 31-Jan-2022

Subject: Offer for Employment

Dear Jenifer Kaviya, P,

We are pleased to offer you employment with Ankercloud Technologies Pvt. Ltd in the position of Trainee - Site Reliability Engineer with a start date of February 01, 2022. Your base location is Coimbatore, India.

You will be required to discharge the responsibilities assigned to you by the Company from time to time.

In this position, you shall receive a Stipend of Rs. 7000/- Per month until course completion during your internship period.

Post course completion on June 2022 onwards your compensation on a Cost-To-Company basis will be INR 3,60,294 Lakhs Per Annum.

| EARNINGS | PER MONTH (Rs.) | PER ANNUM (Rs.) |
|-----------------------------|---------------------------|---------------------------|
| Basic Salary | 7,500 | 90,000 |
| HRA | 3,750 | 45,000 |
| Conveyance | 1,600 | 19,200 |
| Medical | - | - |
| DA | 1,500 | 18,000 |
| Other Allowance | 650 | 7,800 |
| Total Gross Pay | 15,000 | 180,000 |
| Income Tax | *(as per Statutory laws)* | *(as per Statutory laws)* |
| Provident Fund (Employee) | 1800 | 21,600 |
| ESIC (Employee) | 113 | 1,350 |
| Professional Tax | 200 | 2,500 |
| Other Deductions | - | - |
| Total Deductions | 2,113 | 25,450 |
| Total Net Pay | 12,888 | 154,550 |
| RETRIALS: | | |
| Provident Fund (Employer) | 1800 | 21,600 |
| ESIC (Employer) | 488 | 5,850 |
| ADDED BENEFITS: | | |
| Medical Insurance | 12737 | 152844 |
| Total Annualized CTC | - | 360,294 |

- * Deduction will be done from salary as per statutory laws prevailing at the time of employment.
- * This includes employer and employee contributions to the Provident Fund and ESIC.
- * TDS shall be deducted as per statutory law.

Ankercloud Technologies Private Limited

#39, NGEF Lane, 2nd Floor, Suite No,732 Indiranagar, Bangalore, India-560 038.
 Email.id - info@ankercloud.com / Website - www.ankercloud.com
 Phone No. 080-25043237

JOSHINI S B – B.Com PA – GP STRATEGIES

19 Blompa



22 April 2022

Mr./Ms. JOSHINI SASIKALA BASKARAN

College ID: 192AK0156

Name of the College/University: KG COLLEGE OF ARTS & SCIENCE

Dear JOSHINI

Letter of Intent

GP Strategies Corporation (GP) is a global leader in workforce development and one of the world's largest performance improvement companies. GP Strategies' employees are the best in their fields, and we continue to grow and add new members to our exceptional team.

GP Strategies India is pleased to release this Letter of Intent further to successfully completing the selection process towards Campus Placement Program held on 21st & 22nd April 2022.

Your date of joining as Trainee with GP Strategies India Private Limited will be communicated to you later through an offer letter in writing, further to successful completion of your current course being pursued in the campus.

The offer of employment will be contingent upon the following terms and conditions:

1. Successful completion of the current course being pursued in the College/University and submission of necessary documents
2. Satisfactory verification procedures.

The validity of this Letter of Intent will be for a period of six months from the date of this letter.

Please feel free to contact us in the interim should you have any questions, at hrindia@gpstrategies.com

For GP Strategies India Private Limited

Vidya Sree CV
Manager - HR

I have read, understood, and accept all terms of this Letter of Intent by GP Strategies India.

JOSHINI S.B.
Full Name

[Signature]
Signature

22/04/22
Date

GP Strategies India Private Limited
Block B, 1st & 2nd Floor
No. 4/363, Old Mahabalipuram Road (Behind Max Showroom)
Kandanchavadi, Chennai 600096 India

CIN: U74999TN2006PTC061890
+91-44-66525516
gpstrategies.com

KAILASH RAMASAMY GANDHIRAJ – B.Sc. CS – CAPGEMINI

(19) B.Sc. CS



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

Superset ID: 1817723

Letter of Intent ("LOI")

Dear Kailash Gandhiraj,

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

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

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

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

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

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

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

KALPANA C – B.Sc. CS – CAPGEMINI



Capgemini Technology Services India Limited
(Formerly known as GATE Global Education Limited)
11-1, IT 2, Aerodrome, Thane - Belapur Road,
New Mumbai 400701, Maharashtra, India
Tel: +91 22 2184 4210 | Fax: +91 22 2111 2121
www.capgemini.com/india/en

Superset ID: 1821345

Letter of Intent ("LOI")

Dear Kalpana Chandran,

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

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

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

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

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

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

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

KANIMOZHI – B.C.A – WIPRO

3/31/22 9:06 PM

https://wipro.icms.com/forms?module=Forms&action=showForm&view=html&form=WILP_Enrollment_Letter_Template_2022

(1a) B.A



March 31, 2022

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

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

Dear kanimozhi suresh kumar,

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

Welcome to WILP!

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

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

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

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

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

Yours sincerely,
For Wipro Limited,

Aparna Shallen
General Manager - Human Resources

Endorsement

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

Terms & Conditions of Scholarship

1. PROFILE:

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

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic

https://wipro.icms.com/forms?module=Forms&action=showForm&view=html&form=WILP_Enrollment_Letter_Template_2022&user=24125141&... 1/10

KAVIBHARATHI R – B.Sc. CS – DELOITTE

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Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village,
Ranga Reddy District, Hyderabad - 500032, Telangana,
India

Sep 3, 2022

Ms. Kavibharathi R
1/6 Telungupalayam Pillayampalayam post,
Coimbatore, 641107
India

Subject: Offer of Employment

Dear Kavibharathi R:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **October 3, 2022**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 325,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 25,000/-** subject to your reporting for full-time employment on **October 3, 2022**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **October 3, 2022**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

KIRTHANA R – B.Sc. CS – DELOITTE

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10/03/2022



Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village,
Ranga Reddy District, Hyderabad - 500032, Telangana,
India

Tel: +91 040 67621000
www.deloitte.com

Sep 2, 2022

Ms. Kirthana Rajendran
1/2 Poothottam, Appanalcken Palayam,
Coimbatore, 641017
India

Subject: Offer of Employment

Dear Kirthana Rajendran:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **October 3, 2022**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 325,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 25,000/-** subject to your reporting for full-time employment on **October 3, 2022**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **October 3, 2022**, or an alternative mutually agreed upon date.

KIRTHIGA R – B.Sc. MATHS – CAPGEMINI

Kirthiga Rajendran
(19) B.Sc. Maths.



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

Superset ID: 2355178

Letter of Intent ("LOI")

Dear Kirthiga Rajendran,

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

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

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

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

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

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

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

KIRUTHIKA V – B.COM. CA – INFOSYS BPM

19/09/2022



September 20, 2022

HRD/InfosysBPM/1005295116

Ms. Kiruthika Velusamy
2/3E Ayemapudur
Otterpalayam post annur
Coimbatore-641653
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Kiruthika,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

| | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 27-September-2022 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 20496/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

LEELA R – B.Com.– GP STRATEGIES

B.Com (15)



22 April 2022

Mr./Ms. LEELA R.

College ID: 192AA2761

Name of the College/University: KG COLLEGE OF ARTS AND SCIENCE

Dear LEELA R.,

Letter of Intent

GP Strategies Corporation (GP) is a global leader in workforce development and one of the world's largest performance improvement companies. GP Strategies' employees are the best in their fields, and we continue to grow and add new members to our exceptional team.

GP Strategies India is pleased to release this **Letter of Intent** further to successfully completing the selection process towards Campus Placement Program held on 21st & 22nd April 2022.

Your date of joining as **Trainee** with **GP Strategies India Private Limited** will be communicated to you later through an offer letter in writing, further to successful completion of your current course being pursued in the campus.

The offer of employment will be contingent upon the following terms and conditions:

1. Successful completion of the current course being pursued in the College/University and submission of necessary documents
2. Satisfactory verification procedures.

The validity of this Letter of Intent will be for a period of six months from the date of this letter.

Please feel free to contact us in the interim should you have any questions, at hr@india.gpstrategies.com

For GP Strategies India Private Limited


Vidya Sree CV
Manager - HR

I have read, understood, and accept all terms of this Letter of Intent by GP Strategies India.

Full Name

Signature

Date

GP Strategies India Private Limited
Block B, 1st & 2nd Floor
No. 4/363, Old Mahabalipuram Road (Behind Max Showroom)
Kandanchavadi, Chennai 600096 India

CIN: U74999TN2006PTC061890
+ 91-44-66525516
gpstrategies.com

LINGESHWARAN K – B.Sc. ECS – NETCON



25th January 2022

Mr. Lingeshwaran K

Dear Lingeshwaran,

With reference to your application and the subsequent discussions we had, we are pleased to offer you a provisional appointment in Netcon Technologies India Pvt. Ltd as "Graduate Engineer", Grade -D3.

The following are the terms and conditions:

1. You will be paid a total remuneration of **INR 2,40,000 (Rupees Two Lakhs Forty Thousand Only)** per annum. The detailed breakup will be as per the enclosure. All taxes and levies as applicable will be borne by you.
2. You will be on probation during the first 6 months of your joining the company. Your confirmation is subject to evaluation of your performance at the end of the probation period. During this period, you are eligible for 6 days of paid leave.
3. You are required to join the company on or before **06.06.2022**. The detailed terms and conditions of your appointment shall be communicated to you on the date of joining. If you do not join on or before the above-mentioned date, this offer stands nullified unless the joining date is extended in writing by the company.
4. You will initially report to **Mr. Suresh**. Your reporting is subject to change at the discretion of the Company.
5. Your initial place of posting shall be at **Hyderabad**. However, you may be transferred or deputed to other locations anywhere in India and abroad at the discretion of the Company.
6. During the term of employment with Netcon, you will not represent, handle or otherwise undertake any other business activity. It is clearly understood that you will devote your full working time exclusively to Netcon's work and business. You will not carry on, without the consent from Netcon management, delivering lectures or training programs either alone or in partnership outside of Netcon, or be directly or indirectly employed with any business, trade or profession whatsoever as a principal or agent or otherwise. Breach of this condition shall lead to termination of your services by the company without any notice or compensation.
7. This agreement may be terminated by providing a notice in writing. As per our current policy, the notice period is 1 month for employees on probation and 3 months for employees who have been confirmed in the company. Please note that the company's policies are subject to changes from time to time and you will be communicated of those changes in a timely manner. Retirement age at Netcon is 60 years completion as per official date of birth records.
8. Upon joining the company, you are entering into confidentiality undertaking and upon termination of your employment, you will return to the company all papers & documents or other property which may be at that time be in your possession relating to business or affairs of the company or any of its associates or branches of their clients and will not retain any copies or extracts there from.

LOKESHWAR J V – B.Com. – INFOSYS BPM



HRD/InfosysBPM/1005295221

September 20, 2022

Mr. LOKESHWAR J V
141/1, Mani Nagar, Sivanandhapuram,
Saravanampatti (PO),
Coimbatore-641035
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear LOKESHWAR,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

| | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Junior Accountant |
| c) Job Level | : 2B |
| d) Date of Joining | : 27-September-2022 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 20496/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

MAYURI I – B. Com. IT – GP STRATEGIES

(19) B. Com. IT.



22 April 2022

Mr./Ms. MAYURI ILANGO

College ID: 192AJ27

Name of the College/University: KG COLLEGE OF ARTS & SCIENCE

Dear MAYURI,

Letter of Intent

GP Strategies Corporation (GP) is a global leader in workforce development and one of the world's largest performance improvement companies. GP Strategies' employees are the best in their fields, and we continue to grow and add new members to our exceptional team.

GP Strategies India is pleased to release this **Letter of Intent** further to successfully completing the selection process towards Campus Placement Program held on 21st & 22nd April 2022.

Your date of joining as **Trainee** with **GP Strategies India Private Limited** will be communicated to you later through an offer letter in writing, further to successful completion of your current course being pursued in the campus.

The offer of employment will be contingent upon the following terms and conditions:

1. Successful completion of the current course being pursued in the College/University and submission of necessary documents
2. Satisfactory verification procedures.

The validity of this Letter of Intent will be for a period of six months from the date of this letter.

Please feel free to contact us in the interim should you have any questions, at hrindia@gpstrategies.com

For GP Strategies India Private Limited


Vidya Sree C V
Manager - HR

I have read, understood, and accept all terms of this Letter of Intent by GP Strategies India.

MAYURI I
Full Name


Signature

22.04.2022
Date

• • GP Strategies India Private Limited
Block B, 1st & 2nd Floor
No. 4/363, Old Mahabalipuram Road (Behind Max Showroom)
Kandanchavadi, Chennai 600096 India

CIN: U74999TN2006PTC061890
+91-44-66525516
gpstrategies.com

MOHAMED NADEEM M – B.Com. IT – INFOSYS BPM



September 20, 2022

HRD/InfosysBPM/1004670331

Mr. Mohamed Nadeem
Old No 168C New No 105
Peria Subbannan Street Saibaba colony
Coimbatore-641038
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Mohamed,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 27-September-2022 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 20496/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

NAGALAKSHMI M – B.Sc. CS – DHL

B.Sc. CS (20)



LETTER OF INTENT

3-Jun-22

M.Nagalakshmi
Chennai

Dear M.Nagalakshmi,

Congratulations!

We are pleased to inform that you have successfully cleared the various levels of discussions and hereby confirm your selection as "Associate Trainee, Grade N" according to the terms and conditions discussed with you. If you agree with the offer, we would like you to join our organization on or before **18-July-2022** or else this offer will be null and void thereafter.

Your employment is valid subject to background verification process being positive. See below the compensation details: -

| Name | M.Nagalakshmi | |
|-----------------------------------------|-------------------|----------------|
| Grade | N/A3 | |
| Job Title | Associate Trainee | |
| Description | | |
| Basic | 13333 | 160,000 |
| Flexi Benefits | 14641 | 175,691 |
| Annual Wage Supplement (AWS) | 1111 | 13333 |
| Target Bonus | | 21680 |
| Employer Contribution of Provident Fund | 1800 | 21600 |
| Gratuity | 641 | 7696 |
| Total CTC | | 400,000 |

Note -

- All components are subject to tax as applicable.
- Annual Wage Supplement is fixed component which will be paid annually
- Target Bonus - Maximum earning potential of Target Bonus is up to 133.33%
- This offer is being made on the basis of your documents submitted such as CV, qualification certificates, experience letters, salary details etc. as mentioned in your job application for employment. In case any information as given by you is found false or incorrect your appointment will be deemed void and liable for termination with immediate effect without any notice or salary in lieu of notice.

DHL Information Services (India) LLP
Regd Office: 7018, Silver Utopia,
Cardinal Gracias Road, Chokkila,
Andheri East, Mumbai 400099, India

DHL Information Services (India) LLP
10th Floor, Chennai - 1, ITSE2
North Block, Thorzipakkam 200 Feet Road
Thorzipakkam, Chennai - 600 097

DHL Information Services (India) LLP is a Limited Liability Partnership (Registration No. AAM-5753)
www.dhl.com

NAVANEETHA P – B.Sc. CS – DELOITTE

19 B.Sc CS

DocuSign Envelope ID: FR2B7B41-7337-4713-B41B-1CB2D2B571DD

Deloitte.

Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village,
Ranga Reddy District, Hyderabad - 500032, Telangana,
India

Tel: +91 040 67621000
www.deloitte.com

Sep 1, 2022

Ms. Navaneetha
7/118 A, Sri Mahalakshmi Layout, Kottalpalayam, Coimbatore,
Coimbatore, 641110
India

Subject: Offer of Employment

Dear Navaneetha :

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **October 3, 2022**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 325,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 25,000/-** subject to your reporting for full-time employment on **October 3, 2022**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **October 3, 2022**, or an alternative mutually agreed upon date.

NIKITHA V- BA. ENGLISH – GP STRATEGIES

BA English



22 April 2022

Mr./Ms. NIKITHA V

College ID: 1921FO941

Name of the College/University: KG COLLEGE OF ARTS AND SCIENCE.

Dear NIKITHA V,

Letter of Intent

GP Strategies Corporation (GP) is a global leader in workforce development and one of the world's largest performance improvement companies. GP Strategies' employees are the best in their fields, and we continue to grow and add new members to our exceptional team.

GP Strategies India is pleased to release this Letter of Intent further to successfully completing the selection process towards Campus Placement Program held on 21st & 22nd April 2022.

Your date of joining as Trainee with GP Strategies India Private Limited will be communicated to you later through an offer letter in writing, further to successful completion of your current course being pursued in the campus.

The offer of employment will be contingent upon the following terms and conditions:

1. Successful completion of the current course being pursued in the College/University and submission of necessary documents
2. Satisfactory verification procedures.

The validity of this Letter of Intent will be for a period of six months from the date of this letter.

Please feel free to contact us in the interim should you have any questions, at hrindia@gpstrategies.com

For GP Strategies India Private Limited


Vidya Sree CV
Manager - HR

I have read, understood, and accept all terms of this Letter of Intent by GP Strategies India.

Full Name

Signature

Date

• GP Strategies India Private Limited
Block B, 1st & 2nd Floor
No. 4/363, Old Mahabalipuram Road (Behind Max Showroom)
Kandanchavadi, Chennai 600096 India

CIN: U74999TN2006PTC061890
+91-44-66525516
gpstrategies.com

NITHYASHREE K NACHAMMAI – B.Sc. CS – CAPGEMINI



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

Superset ID: 1822793

Letter of Intent ("LOI")

Dear NITHYASHREE K NACHAMMAI,

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

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

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

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

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

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

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

NIVETHA R – B.COM. – INFOSYS BPM



HRD/InfosysBPM/1005295286

September 21, 2022

Ms. Nivetha R
18/43 BI
Thiru Vee ka Nagar, Jothipuram
Coimbatore-641047
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Nivetha,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 27-September-2022 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 20496/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

NOUFIYA A – B.Com. CA – GP STRATEGIES

(15) to item 1.1



22 April 2022

Mr./Ms. NOUFIYA . A

College ID: 192ACA38

Name of the College/University: KG COLLEGE OF ARTS & SCIENCE

Dear NOUFIYA,

Letter of Intent

GP Strategies Corporation (GP) is a global leader in workforce development and one of the world's largest performance improvement companies. GP Strategies' employees are the best in their fields, and we continue to grow and add new members to our exceptional team.

GP Strategies India is pleased to release this **Letter of Intent** further to successfully completing the selection process towards Campus Placement Program held on 21st & 22nd April 2022.

Your date of joining as **Trainee** with **GP Strategies India Private Limited** will be communicated to you later through an offer letter in writing, further to successful completion of your current course being pursued in the campus.

The offer of employment will be contingent upon the following terms and conditions:

1. Successful completion of the current course being pursued in the College/University and submission of necessary documents
2. Satisfactory verification procedures.

The validity of this Letter of Intent will be for a period of six months from the date of this letter.

Please feel free to contact us in the interim should you have any questions, at hrindia@gpstrategies.com

For GP Strategies India Private Limited


Vidya Sree C V
Manager - HR

I have read, understood, and accept all terms of this Letter of Intent by GP Strategies India.

Full Name

Signature

Date

• GP Strategies India Private Limited
Block B, 1st & 2nd Floor
No. 4/363, Old Mahabalipuram Road (Behind Max Showroom)
Kandanchavadi, Chennai 600096 India

CIN: U74999TN2006PTC061890
+91-44-66525516
gpstrategies.com

POWSIKA D – B.Sc. CS – WIPRO

2/1/22, 2:58 PM

https://wipro.icims.com/forms?module=Forms&action=showForm&view=html&form=WILP_Enrollment_Letter_Template_2022&...

B.Sc. CS (14)



February 1, 2022

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

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

Dear Powsika Devasenapathi,

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

Welcome to WILPI

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

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

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

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

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

Yours sincerely,
For Wipro Limited,

Aparna Shailen
General Manager - Human Resources

Endorsement

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

Terms & Conditions of Scholarship

1. PROFILE:

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

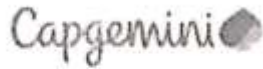
2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic

https://wipro.icims.com/forms?module=Forms&action=showForm&view=html&form=WILP_Enrollment_Letter_Template_2022&user=23163399&... 1/10

PRADEEKSHA P- B.Sc. IT – CAPGEMINI

(19) B.Sc. IT



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

Superset ID: 2360663

Letter of Intent ("LOI")

Dear Pradeeksha P,

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

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

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

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

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

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

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

PREETHI M – B.Sc. CS – CAPGEMINI



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

Superset ID: 1840244

Letter of Intent ("LOI")

Dear Preethi Muthaiya,

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

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

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

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

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

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

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

RISHMA A – B.Sc. MATHS – COGNIZANT TECHNOLOGY SERVICES

17/3/22



Letter of Intent (LOI)

Superset ID: 2338521

March 21, 2022

Dear Rishma A,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 252,000/-**. This includes an annual incentive target of **INR 12,000/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 1 week from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar

Vice President - Human Resources

SADDAM HUSSAIN A – B.Com. CA – INFOSYS BPM

19 Dec 2022



HRD/InfosysBPM/1005295762

September 20, 2022

Mr. Saddam Hussain A
11/A jogee mastri line
finger post,
Ooty-643 006
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Saddam,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 27-September-2022 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 20496/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

SANDHIYA P – B.Com. CA – INFOSYS BPM



HRD/InfosysBPM/1005295447

September 20, 2022

Ms. Sandhiya P
Kalipalayam
,
Coimbatore-641 110
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Sandhiya,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 27-September-2022 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 20496/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

SANDHIYA S – B.Com. PA – BNP PARIBAS

B.Com PA (19)

From:Md Azarutheen H <mdazarutheen.h@asia.bnpparibas.com>

Sent:June 30 2022 09:58:52 PM SGT

To:sandhiya.kalai2563@gmail.com

Cc:india_bp2s_gso_recruitment@asia.bnpparibas.com,
mdazarutheen.h@asia.bnpparibas.com, manohar.me@asia.bnpparibas.com

Subject:Private & Confidential - Formal Offer Proposal from BNP Paribas - Sandhiya S

This secure PDF contains one ore more attachments, please check the attachments pane for the attachments.



BNP PARIBAS

The bank for a changing world

Strictly Private & Confidential

SandhiyaS

June 24, 2022

Dear **Sandhiya,**

Employment Agreement ("Agreement")

We are pleased to make this conditional offer of employment to you with **BNP Paribas Global Securities Operations Pvt. Ltd. ("BNPP")** in India on the terms and conditions set out in this agreement.

For the purposes of this Agreement, an "**affiliate**" shall include any subsidiary or holding company of BNPP.

1. Commencement Date & Location

- 1.1. Your employment will commence on **July 25, 2022 at Chennai**, unless otherwise mutually agreed by you and BNPP in writing.
- 1.2. Your employment with BNPP will initially be subject to a probationary period of 6 months from the date of your commencement of employment with BNPP in India. You will not be considered as having successfully completed your probationary period unless and until a written confirmation is issued to you by Human Resources. For the avoidance of doubt, BNPP may extend your probationary period at its sole discretion.

2. Position

You will be employed on a full time basis as **Associate - Operations with Investment & Fund Services Department** and shall perform all duties commensurate with and

SANDRA MARY SHAJU – B.Com. PA –DXC TECHNOLOGY

15 Bcom PA



20/07/2022

Sandra Mary Shaju

Dear Sandra Mary,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include but not limited to criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable as well as cut off marks for assessment examinations, jointly and severally). If any of the aforesaid conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,


Lokendra Sethi (Jul 25, 2022 09:02 GMT+5:30)

Lokendra Sethi
Vice President - Human Resources

SENTHIL NATHAN N – B.Com. – BYJUS

B. Com 19



Invitation Letter

Name: Senthil Nathan N
Date: Wednesday, August 10, 2022

Dear Senthil Nathan N,

We are glad to inform you that you are being invited to undergo a short-term fixed traineeship under the Applicant Training Program (ATP) in our organization.

This training program would be in two stages. Stage 1 will be a classroom training (CRT) of 2 weeks. Stage 2, will be an On-the-Job Training (OJT) of 4 weeks. Furthermore, only on successful clearing the assessments and minimum requirements of the CRT stage, you will be moved to the OJT stage.

Please note that this invitation does not guarantee you permanent employment at BYJU'S. This Agreement will automatically expire upon the completion of the terms of the training program, unless terminated earlier as per the provisions of Clause 13 of this Agreement. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management. For example, if you do not clear the CRT (classroom training stage) based on assessments that you go through, your traineeship will be terminated after two weeks and you will be paid a prorated amount for those two weeks. The decision of the Company in this matter shall be final.

1. Training Program Details:

| | |
|------------------------------|-----------------------------------------------------------------------------------------------------------------|
| Training Role: | Applicant Trainee - Sales |
| Trainer: | Rahul Raj (TNL201605108) |
| Reporting Time: | 9:30 AM |
| Classroom Training Location: | Byjus Bangalore - Venus block, Prestige Tech Park, Outer Ring Rd, Kadubeesanahalli, Bengaluru, Karnataka 560087 |
| OJT Training Location: | Byjus - Bangalore |
| Role Location: | Bangalore - Prestige Tech Park |

2. Date of Enrollment: Your enrollment becomes effective from the date of joining the Applicant Trainee Program, which date shall be no later than Tuesday, August 16, 2022.

3. Term: The term of this training program would be for a period of 2+4 weeks, commencing from your date of enrollment. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 13 of this Agreement. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management. The decision of the Company in this matter shall be final.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over and above the 6 weeks) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-enrollment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer to you any position/ employment with the company on the expiry of this fixed-term traineeship Agreement. Any offer of employment, after completion of the 6-week training program, will be subject to satisfactory performance during training, qualification of all criteria - as determined by the central management from time to time - and the needs of the company from time to time. The offer is also subject to the production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company.

7. Stipend: Your stipend for the entire duration of the training program of 6 weeks is INR 33,750 (Stipend) and per month stipend is INR 22500 (refer to the annexure for break up).

Payment Processing

The stipend shall be paid monthly on a pro-rata basis as per the number of days worked in the previous month. Travel & Relocation Allowance also shall be paid on the pro-rata basis after the joining along with the immediate next monthly payment of the stipend, given you have completed 14 days of classroom training on the date of payment of stipend.

SAKTHI M – B.B.A. CA – SOLARTIS TECHNOLOGY

solartis

SOLARTIS TECHNOLOGY SERVICES PRIVATE LIMITED

Registered Office: DLF IT PARK, First Floor, Block 3, # 1/124, Shivaji Garden,
Nandambakkam Post, Mount Poonmallee Road, Manapakkam, Chennai- 600 089,
Tamilnadu, India. Ph: + 91-44-66645555

April 22, 2022

To

Shakthi Maruthaiyappan
16C, balaji nagar 2nd Street,
udayampalayam,
Coimbatore north,
Coimbatore - 641049

Dear Shakthi Maruthaiyappan,

Reference to your application and further to the discussions we had with you, we are pleased to offer you appointment as **Associate - Operations** with effect from **April 22, 2022** with us as per the terms and conditions enumerated here under:

1. Appointment

- a) You will be on probation for a period of six months from the date of commencement of your duties, the period of which may be further extended at the discretion of the Management. After the completion of the probationary period, your appointment will be confirmed in writing, subject to your satisfactory performance.
- b) Your place of posting, at present, is at **Coimbatore**. You will be liable to be transferred in such capacity as the Company may from time to time determine to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company. In such case you will be governed by the terms and conditions of service applicable to the new assignment.

2. Compensation

It is a condition of your service to ensure that the Company's policy of maintaining the strictest confidentiality for the remuneration you receive is observed by you at all times.

Your Cost to Company shall be **Rs.194800/- (Rupees One Lakh Ninety Four Thousand and Eight Hundred Only)** per year (details enclosed in the annexure).

- a) Your CTC also includes the company's contribution to Employee's Provident Fund, the Employee State Insurance Corporation and any other statutory requirements to which the Company may comply with.

Emp.Code - 56378

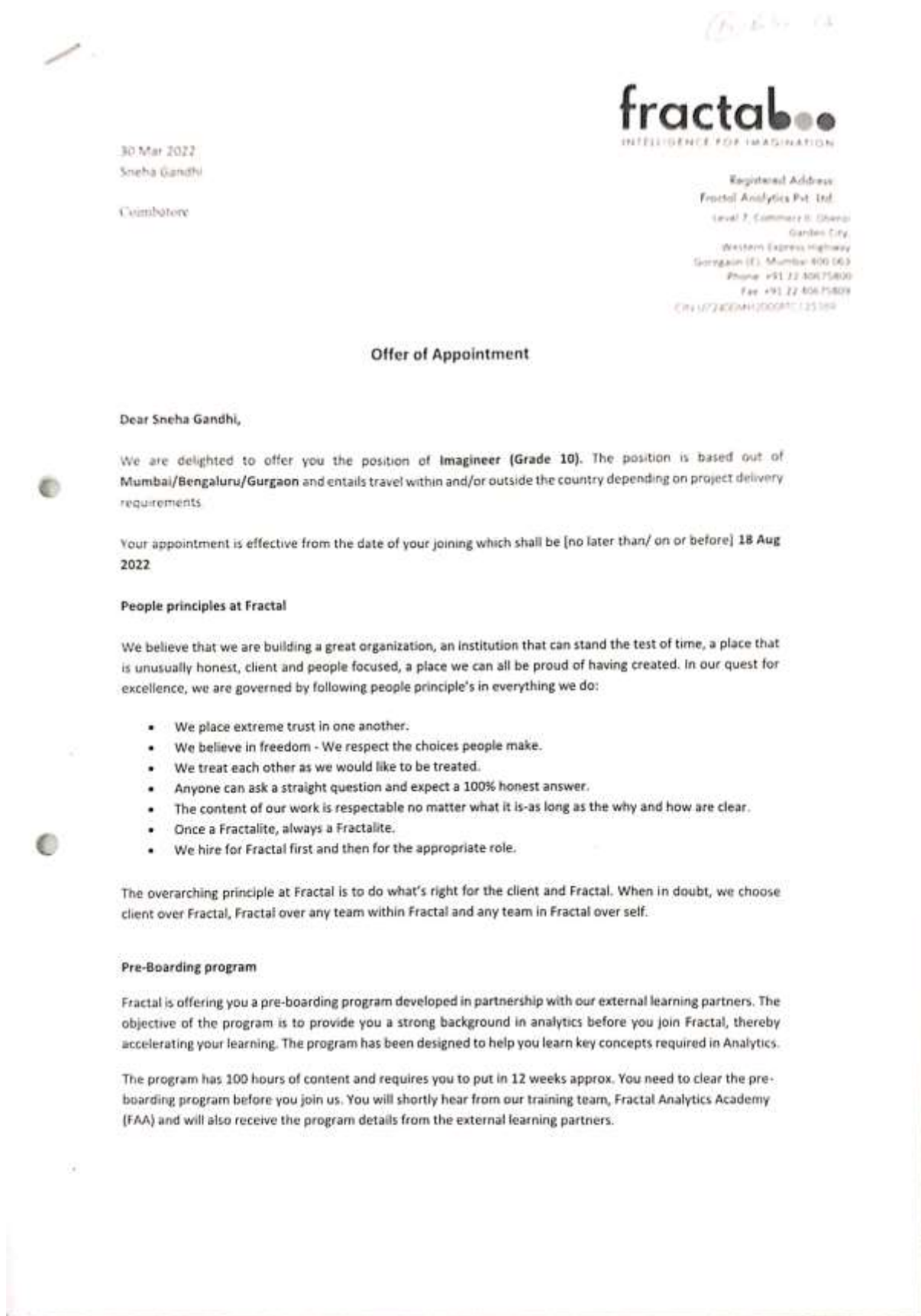
Page 1 of 6

Branch Office 1 : Sornu Thiru Towers, Plot # 288, Anna Nagar, Madurai - 625 020

Branch Office 2 : #3, 120 Feet Road, Swami Vivekananda Nagar, K Pudur Post, Madurai - 625 007

CIN: U72200TN2006PTC059466 | Web: www.solartis.com | email: mail@solartis.com | Ph: +91-452-6645555

SNEHA G – B.Sc. CS – FRACTAL



SNEHA M – B.B.A. CA – SOLARTIS TECHNOLOGY

solartis

SOLARTIS TECHNOLOGY SERVICES PRIVATE LIMITED
Registered Office: DLF IT PARK, First Floor, Block 3, # 1/124, Shivaji Garden,
Nandambakkam Post, Mount Poonamallee Road, Manapakkam, Chennai- 600 089,
Tamilnadu, India. Ph: + 91-44-66645555

April 22, 2022

To

Sneha M
O No 130 N No 64, PadaKe Govunder 4th Street,
Ondiputhur,
Coimbatore South,
Coimbatore - 641016

Dear Sneha M,

Reference to your application and further to the discussions we had with you, we are pleased to offer you appointment as **Associate - Operations** with effect from **April 22, 2022** with us as per the terms and conditions enumerated here under:

1. Appointment

- a) You will be on probation for a period of six months from the date of commencement of your duties, the period of which may be further extended at the discretion of the Management. After the completion of the probationary period, your appointment will be confirmed in writing, subject to your satisfactory performance.
- b) Your place of posting, at present, is at **Coimbatore**. You will be liable to be transferred in such capacity as the Company may from time to time determine to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company. In such case you will be governed by the terms and conditions of service applicable to the new assignment.

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It is a condition of your service to ensure that the Company's policy of maintaining the strictest confidentiality for the remuneration you receive is observed by you at all times.

Your Cost to Company shall be **Rs.194800/- (Rupees One Lakh Ninety Four Thousand and Eight Hundred Only)** per year (details enclosed in the annexure).

- a) Your CTC also includes the company's contribution to Employee's Provident Fund, the Employee State Insurance Corporation and any other statutory requirements to which the Company may comply with.

Emp.Code - 56389

Page 1 of 6

Branch Office 1 : Sorna Thiru Towers, Plot # 288, Anna Nagar, Madurai - 625 020

Branch Office 2 : #.3, 120 Feet Road, Swami Vivekananda Nagar, K Pudur Post, Madurai - 625 007

CIN: U72200TN2006PTC059466 | Web: www.solartis.com | email: mail@solartis.com | Ph: +91-452-6645555

SOUNDARYA S – B.Sc. IT – MOTILAL OSWAL



Dated 20-May-22

To,
Soundarya
Mumbai

Subject: Letter of Intent (LOI)

Dear Soundarya

On behalf of the Company, we are pleased to offer you the LOI. You will be taken into the employment of the Company after the successful completion of the Company Corporate Driven Induction (CDI-1) and Internship (CDI-2) Program. As an employee you will be offered a CTC of INR 3, 00,000/- and are subject to terms and conditions contained in the offer letter which will be issued to you at the time of offering you an employment with the Company.

In CDI-1, you shall go through the academia to corporate journey, familiarize yourself with the company policies, rules, regulations etc. and help you integrate into your role and corporate DNA. Following CDI-1, you shall be inducted into CDI-2 i.e. an Internship, where you shall be assigned a real-time role under supervision of Company official.

Your CDI-1 will commence from **23-May-22** onwards.

Further, during CDI-1 you shall not be given any compensation/emolument / salary etc. As an intern, you shall not be eligible for any other benefits and / or allowances as are applicable to the full-time employees of the company.

Notwithstanding, anything contained in this LOI, the Company may its sole discretion may pay you one-time retention bonus of Rs. 40,000/- (Rupees Forty Thousand only). This onetime retention bonus amount will be payable to you after six months of your employment with the Company.

We wish to reiterate as already stated during the interview session, that this LOI is conditional upon and subject to following terms and conditions.

- Successful completion of your study program (if any present during the commencement of CDI-1 & CDI-2).
- Your overall performance during CDI-2, which shall also include necessary soft skills, behaviour, attitude and more importantly your ability to be a team player in the Company.
- Maintenance of highest standards of ethics and integrity.

SOWMIYA M – B.Sc. IT – SYNTEL



Date: 29/03/2022

Intent to Offer

Dear SOWMIYA MANOHARAN,

Syntellect ID: ASBE20195784

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
- b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- c) You producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

SUGANYA K – B.Sc. CS – MALLOW TECH - UG

19 BSc Cs



Mallow Technologies
Private Limited
Coimbatore & Karur

Monday, 6th June, 2022

Suganya K
66J,ManiThottam,
Sokkampalayam(po),Annur,
Coimbatore - 641653.

Dear Suganya ,

With reference to the discussions we had, we are pleased to offer you the job as "Developer - Trainee" at Mallow Technologies Private Limited.

This offer is valid provided you successfully complete your internship. Your date of appointment will be intimated later.

Your Annual CTC will be **INR.4,20,000/-** once you are appointed. The detailed pay structure is explained in Annexure A.

The notice period, for both the company and you, is 65 working days.

Please read all the terms & conditions and let us know your acceptance of the offer by replying within **Monday, 13th June 2022**.

SUVENDHIRAN K – B.Sc. ECS – WIPRO

2/1/22, 1:55 PM

https://wipro.icims.com/forms?module=Forms&action=showForm&view=html&form=WILP_Enrolment_Letter_Template_2022&user=23265261&item=4604161&token=906e4681-cbee-4f3a-a674-fd...



February 1, 2022

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

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

(K) ECS

Dear suvendhiran k,

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

Welcome to WILP!

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

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

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

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

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

Yours sincerely,
For Wipro Limited,

https://wipro.icims.com/forms?module=Forms&action=showForm&view=html&form=WILP_Enrolment_Letter_Template_2022&user=23265261&item=4604161&token=906e4681-cbee-4f3a-a674-fd533811dd2&csrf=... 1/12

SWEETY V J – B. Com. – INFOSYS BPM

S. V. J.



HRD/InfosysBPM/1005295176

September 21, 2022

Ms. Sweety V.j
C-9, "Sweet Home", Rajnarayana garden,
behind pricol, periyannaicken palayam
Coimbatore-641020
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Sweety,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 27-September-2022 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 20496/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

VARSHA B – B.Com. CA – INFOSYS BPM



HRD/InfosysBPM/1005295485

September 20, 2022

Ms. VARSHA B
1/98 sankara nagar
3rd street, vilankurchi
Coimbatore-641035
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear VARSHA,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 27-September-2022 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 20496/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

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b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

VARSHA E – B.Com. – FINCOVER

B.Com (19)



Varsha E

203-D, NEHRU STREET, RAM NAGAR
GANDHIPURAM, COIMBATORE

21/06/2022

Greeting from FINCOVER,

These candidates will undergo a systematic training program to develop the skills on Recruitment, Leadership, Team Building, Sales and Marketing. The candidate selected as BUSINESS DEVELOPMENT EXECUTIVE for 3 months training period.

During the period, the candidate will be getting trained in the department of Insurance and loans. The company will be paid stipend in the training period. Based on the performance candidate will be promoted to the next level.

Payout Details and Target for BDE for training period:

| premium | Product | period | extension |
|-----------|-----------|----------|-----------|
| 2,00,000 | Insurance | 3 months | 6 Months |
| 20,00,000 | Loans | 3 months | 6 Months |

The candidate can meet any business norms mentioned above and eligible for stipend.

Note: Not met Business norms the candidate will receive payout on their performance

| | | |
|---------|----------|--------|
| STIPEND | 3 MONTHS | 30,000 |
|---------|----------|--------|



VIKRAM G – B.C.A – CAPGEMINI

BCA (19)



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

Superset ID: 1832880

Letter of Intent ("LOI")

Dear Vikram G,

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

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

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

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

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

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

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

VINU VARSHINI R K – B.Com. – STATE STREET HCL

19 B.com

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Block 3, No.33, Old Meludipuzham Road, Neelatur Village and Panchayat, Tiruppur Panchayat Union, Chengalpattu Taluk, Karthikeyapuram Dist. Chennai - 602 103, India

Worksite Coimbatore : Module 1.3, 2nd Floor, Tidal Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Connerzone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Sararat Ashoka Path, Opposite to Airport Road, Wanawadi, Pune - 411 008, India.

Registered Office : 806, Siddharth, 90, Nahu Place, New Delhi - 110 019, India.

Date: September 21, 2022

Private & Confidential

Vinu Varshini R K

Senthil
Senthil Nagar,
Coimbatore,
Tamil Nadu,
India - 641035

Nagar

Document ID - d015cc77-ab0a-47b2-99e4-d68f043a95f5

Dear Vinu Varshini,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Analyst**. You are required to report on September 22, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Chennai-SEZ, SDB2 Sholinganallur 602/3.**
- Your annual compensation would be **Rs. 240000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- This is a system generated (offer and appointment letter) document. Agreeing to the terms and conditions in the workflow of iTap (Company's web based application) is as good as signing of physical contract form on mutual agreement between you and the Company. It has legal binding as per the law if mutual trust is breached. You are requested to accept the offer within 07 days and mail the confirmation of acceptance to recruiter's email id- gopinath.sm@hcl.com , failing which the offer will stand null and void.
- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when

1

SIGNATURE OF EMPLOYEE

HCL

SHARMILA S – B.B.A. CA –TATA CONSULTANCY SERVICES - BPO



B.B.A. CA. 10
ROLLNO: 49.

Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20219149142/Chennai/BPS/BTN
Date:06/04/2022

Dear Ms. Sharmila Sankaran,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Private and Confidential
TCSLDT20219149142

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
5th Floor III Phase, Spencer Plaza 789, Anna Salai, Chennai - 600 002, India
Ph.: +91 44 66164111 Fax 91 44 6616 4050 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office 9th Floor, Narman Building, Narman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

SHARUKHAN S – B.B.A. CA –TATA CONSULTANCY SERVICES - BPO



B.B.A-00. (19)

ROLL No.: 50.

Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20219269595/Chennai/BPS/BTN
Date:06/04/2022

Dear Mr. Sharukhan S Sharukhan,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

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Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Private and Confidential
TCSL/DT20219269595

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
6th Floor III Phase, Spencer Plaza 700, Anna Salai, Chennai - 600 002, India
Ph.: +91 44 66164111 Fax 91 44 6616 4050 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021

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YAZHINI T M – B.Com. PA –SOLARTIS TECHNOLOGY SERVICES

B.Com. PA (15)

solartis

SOLARTIS TECHNOLOGY SERVICES PRIVATE LIMITED

Registered Office: DEL FT PARK, First Floor, Block 3, # 1124, Shivaji Garden,
Nandambakkam Post, Mount Poonamallee Road, Manapakkam, Chennai - 600 089,
Tamilnadu, India. Ptc: +91-44-66645555

April 22, 2022

To

Yazhini Thangalah
4, Anna New Line,
Sivanandha Colony,
Coimbatore South,
Coimbatore - 641012

Dear Yazhini Thangalah,

Reference to your application and further to the discussions we had with you, we are pleased to offer you appointment as **Associate - Operations** with effect from **April 22, 2022** with us as per the terms and conditions enumerated here under:

1. Appointment

- a) You will be on probation for a period of six months from the date of commencement of your duties, the period of which may be further extended at the discretion of the Management. After the completion of the probationary period, your appointment will be confirmed in writing, subject to your satisfactory performance.
- b) Your place of posting, at present, is at **Coimbatore**. You will be liable to be transferred in such capacity as the Company may from time to time determine to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company. In such case you will be governed by the terms and conditions of service applicable to the new assignment.

2. Compensation

It is a condition of your service to ensure that the Company's policy of maintaining the strictest confidentiality for the remuneration you receive is observed by you at all times.

Your Cost to Company shall be **Rs.194800/- (Rupees One Lakh Ninety Four Thousand and Eight Hundered Only)** per year (details enclosed in the annexure).

- a) Your CTC also includes the company's contribution to Employee's Provident Fund, the Employee State Insurance Corporation and any other statutory requirements to which the Company may comply with.

Emp.Code - 56383

Page 1 of 6

Branch Office 1 : Surya Towers, Plot B 288, Anna Nagar, Madurai - 625 020

Branch Office 2 : B.3, 120 Feet Road, Swami Vivekananda Nagar, K Padur Post, Madurai - 625 007

CIN: U72200TN2006PTC059466 | Web: www.solartis.com | email: mail@solartis.com | Ph: +91-432-6645555