



VIVEKANANDA INSTITUTE OF TECHNOLOGY

AN INSTITUTE OF JANATHA EDUCATION SOCIETY
Recognised by GDR, Affiliated to VTU & Approved by AICTE, New Delhi

5.2.1 Percentage of placement of outgoing students during the last academic year

Department	AIML	Civil	CSE	ECE	ISE	ME	Total	%
No of students Placed	5	1	10	4	3	1	24	15%
Total No of students	22	12	73	18	28	1	154	

SL.No	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	Manjunath R Gowda	AIML	2024	Nuvento Systems Pvt Ltd	3
2	Jhanvi-TCS	AIML	2024	TCS	3.35
3	Prajwal	AIML	2024	Appmox pvt.ltd	3
4	Rohan	AIML	2024	TCS	3.36
5	Aariz Naseer	CSE	2024	Glowtouch	3.2
6	Amruth M	CSE	2024	Glowtouch	3.2
7	Ramya	CSE	2024	Glowtouch	3.2
8	DEEKSHITHA R	CSE	2024	SKF India Ltd	3.35
9	Deshwanth	CSE	2024	SAP.PI	3
10	GUNASHEELA S	CSE	2024	SKF India Ltd	3.35
11	KEERTHANA C L	CSE	2024	SKF India Ltd	3.35
12	NAYANA V	CSE	2024	SKF India Ltd	3.35
13	Lavanya M	CSE	2024	Voya Global Services Pvt Ltd.	3.2
14	Jaidev Singh,	CSE	2024	TCS	3.36
15	Kavya B.R	Civil	2024	Keylynk Business Consulting Pvt Ltd	1.8
16	Gopi A.K	MECH	2024	Keylynk Business Consulting Pvt Ltd	1.8
17	bhyagamma	ECE	2024	FOX conn	2.97
18	Likhith K	ECE	2024	FOX conn	2.97
19	Shana Baby	ECE	2024	FOX conn	2.97
20	inchara	ECE	2024	Maxeye	3
21	Sumanth	ISE	2024	FOX conn	2.97
22	usha	ISE	2024	TCS	3.36
23	bhargavi	ISE	2024	Siterio	5
24	Akshatha_Hv	AIML	2024	NTT Data	8

P.P. Kaveri

29/12/2024

PDF SIGNER DEMO VERSION

Principal
29/12/2024

Subject: Offer of Employment

Dear **Manjunath R Gowda**,

Congratulations! Further to your application with us, and the subsequent selection process, we are delighted to offer you a role of **RPA Developer** with Nuvento Systems Pvt Ltd.

On the day that you join, please make it convenient to report at 10:30 AM. The regular working hours will be intimated to you after you join.

- I) At the time of joining, you are requested to keep all documents ready for the purpose of uploading on the Company's Secure Portal (the document list has been given in Annexure-2)
- II) Date of Joining: Your Joining date as mutually agreed will be on or before **Wednesday, 19th June 2024**. If the Date of your Joining the Company is revised, please note that, the company would send you an updated mail to this effect. Please get in touch with your hiring manager / recruiter in case your Date of Joining the Company has been revised.
- III) Company Assets: The computing assets will be sent to you via courier. Kindly us send your Postal Address to hrteam@nuvento.com after your acceptance of this Offer Letter. The assets are bound by the Intellectual rights of Nuvento Systems Pvt Ltd.
- IV) Mode of Work: The current mode of employment is hybrid at Nuvento/customer location. You are required to attend the office as per the communication. Will update if there are any future changes.

ManjuRgowda

1. Compensation

Your CTC package for this position will be **INR 3,08,304/- Per Annum (Rupees Three Lakhs Eight Thousand Three Hundred and Four Only)** as Fixed Salary (this has been detailed in Annexure-1). Your salary will be payable in accordance with the Company's payroll policy (subject to statutory and company specific deductions). All forms of payments referred to in this letter are subject to such deductions as may be prescribed by any Act / rules / notifications as applicable to you or as amended from time to time. Salary will be paid within **5th** of every month and once the employee leaves the company, she/he will not be eligible for incentives. The payroll for the New Hires who join On or After the 25th will be processed along with the next/following month's payroll. The Salary would be paid after taking all tax deductions into consideration as required by the income tax guidelines for the respective years.

2. Probationary Period and Confirmation as a Permanent employee:

You will be on probation for a period of **six months** from the date of joining the Company and may be confirmed as a permanent employee upon successful completion of your probation. The probation period can be further extended at the discretion of the management. If you are leaving on or before 6 months from the DOJ, all the travel and accommodations provided by the company must be paid back to the company by the employee.

3. Notice Period:

You are required to give 15 days' notice thereof in case you decide to leave our services subject to the Company's discretion during the Probation Period and 30 days' notice on completion of your probation period. In the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the notice period. In the event of your being guilty of misconduct or inattention or negligence in the discharge of your duties or in the conduct of the Company's business, or such misdemeanor which is likely to affect, or affects the reputation of the Company's working or of any breach of the terms and conditions herein, the Company reserves its right to terminate your services at any given point of time, with immediate effect, without any compensation or notice.

Manju Rgowda

4. Training:

You agree that if you voluntarily resign or are terminated for cause within 6 months after the completion of the training, you will be required to reimburse the Company for the training costs incurred. Any reimbursement owed to the Company will be due within 30 days from your last day of employment. The reimbursement will be deducted from your final paycheck. The Company may, at its discretion, waive all or part of the training cost reimbursement in cases of mutual agreement between both parties or other extenuating circumstances.

5. Working Hours

The Minimum working hours per day is 8 hours (5 days a week). Working hours that are recorded less than 8 hours and above 4 hours will be considered as a Half Day; and any hours less than 4 hours will be considered as a Leave.

6. Background Check:

This offer is contingent upon satisfactory verification of criminal, education and/or employment background. This offer can be rescinded based upon data received in the verification. If any information or declaration given by you to the Company proves to be false or if you are found to have willfully suppressed any material information, you will be liable to be discharged from the services of the Company, without any notice or compensation.

7. Offer Validity

This offer if not accepted, will expire after 3 days from the date of release. Please send in your acceptance or response within the period.

Yours Sincerely,



Anita Kuriakose
Lead – Human Resource



I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Manjunath R Gowda

Print Name (Full Legal Name)



Signature

06/18/2024

#120,Challaghatta, Bangalore-560074

Date

Location

Consent Letter for Background Verification

I, Manjunath R Gowda, hereby authorize Nuvento and/or its agents to make investigation of my background, references, character, past employment, consumer reports, education, and criminal history record information which may be in any state or local files, including those maintained by both public and private organizations, and all public records, for the purpose of confirming the information contained on my application and/or obtaining other information which may be material to my qualifications for employment. A telephone facsimile (fax) or xerographic copy of this consent shall be considered as valid as the original consent.

I hereby consent to the Company's verification of all the information I have provided on my application form. I also agree to execute as a condition of employment or a condition of continued employment any additional written authorization necessary for the Company to obtain access to and copies of records pertaining to this information. I also hereby authorize the Company's access to any medical histories or records pertaining to me (and any other individuals who due to my employment may be covered by any Company medical or other insurance program). With regard to the foregoing disclosures, I hereby agree to release any person, company, or other entity from any and all causes of action that otherwise might arise from supplying the Company with information it may request pursuant to this release. I understand that any false answers or statements, or misrepresentations by omission, made by me on this application or any related document, will be sufficient for rejection of my application or for my immediate discharge should such falsifications or misrepresentations be discovered after I am employed.

Manjunath R Gowda

Print Name (Full Legal Name)

ManjuRgowda

Signature

06/18/2024

Date

#120,Challaghatta, Bangalore-560074

Location

Annexure-1

Salary Break-up & Cost to Company		
Salary Component	Amount (INR) (per month)	Amount (INR) (per annum)
Basic +DA	10,745	128,940
House Rent Allowance	4,298	51,576
Internet Allowance	1,000	12,000
Performance Allowance	2,149	25,787
Bucket Allowance / Special Allowance	3,297	39,565
Total Base Pay	21,489	257,868
Provident Fund Employer	1,436	17,232
Employee State Insurance Employer	0	0
Labor Welfare Fund Employer	0	0
Gratuity	517	6204
Total Base Component	23,442	281,304
Other Compensation Benefits		
Certification Cost *	1,750	21,000
Medical Insurance	500	6,000
Total Cost to Company	25,692	308,304

*Reimbursable on successful completion of certifications, approved by the organization.

ManjuRgowda

Annexure – 2

(Required documents be submitted on the first day of joining as part of acceptance)

1. Degree / Provisional / Course completion Certificate of all College / University qualifications – Clear Soft Copies.
2. Mark Sheets of all College / University qualifications (*all semesters*) – Clear Soft Copies.
3. Certificates & Mark sheets of 10th & 12th classes (PUC) – Clear Soft Copies.
4. Passport size photograph – Clear Soft Copy (white background preferably)
5. Aadhar Card – Clear Soft Copy.
6. PAN Card – Clear Soft Copy.
7. Passport – Clear Soft Copy.
8. First page Bank passbook OR 2 Cancelled cheque leaves with your name printed on it – Clear Soft Copies.
9. Relieving letter and Experience letter from all previous employers attaching 3 months' pay slips of the last company, in case of no paystubs - bank statements of the salary account for 6 months with the attestation of the branch manager (*in case you have previous employment experience*) – Clear Soft Copies.

* *Original Certificates should be submitted on request only for verification purposes(in-person) only; certificates will be returned immediately.*

I hereby certify that all the above information provided me is correct and true to my knowledge.

Signed: ManjuRgowda

Date: 06/18/2024

SIGNATURE CERTIFICATE



REFERENCE NUMBER

30339AB8-7994-47AA-8502-1FC652CE0CAE

TRANSACTION DETAILS

Reference Number

30339AB8-7994-47AA-8502-1FC652CE0CAE

Transaction Type

Signature Request

Sent At

06/18/2024 07:31 EDT

Executed At

06/18/2024 08:04 EDT

Identity Method

email

Distribution Method

email

Signed Checksum

ba9253f01055d580a1e3c1c6559d45e0905398b7fa682ebbdac831e2285875e

Signer Sequencing

Disabled

Document Passcode

Disabled

DOCUMENT DETAILS

Document Name

Offer Release - Manjunath R Gowda

Filename

Offer_Release_-_Manjunath_R_Gowda.pdf

Pages

6 pages

Content Type

application/pdf

File Size

198 KB

Original Checksum

2015c2f9d70ac99264ebcd10d69ab54faa0eb113431bc7c509c72d403091512f

SIGNERS

SIGNER	E-SIGNATURE	EVENTS
<p>Name Manjunath R Gowda</p> <p>Email manjunathrgowda40@gmail.com</p> <p>Components 14</p>	<p>Status signed</p> <p>Multi-factor Digital Fingerprint Checksum f48b5d5093d4809f382d1cabbcc6dd60e724431dc1f3288f6252ef1d7bc88071</p> <p>IP Address 106.221.201.21</p> <p>Device Chrome via Windows</p> <p>Typed Signature </p> <p>Signature Reference ID C32F0AB7</p> <p>Typed Signature </p> <p>Signature Reference ID 0B495198</p>	<p>Viewed At 06/18/2024 07:35 EDT</p> <p>Identity Authenticated At 06/18/2024 08:04 EDT</p> <p>Signed At 06/18/2024 08:04 EDT</p>

AUDITS

TIMESTAMP	AUDIT
06/18/2024 07:31 EDT	Nuvento Contracts (legal@nuvento.com) created document 'Offer_Release_-_Manjunath_R_Gowda.pdf' on Chrome via Windows from 103.85.206.26.
06/18/2024 07:31 EDT	Manjunath R Gowda (manjunathrgowda40@gmail.com) was emailed a link to sign.
06/18/2024 07:35 EDT	Manjunath R Gowda (manjunathrgowda40@gmail.com) viewed the document on Chrome via Windows from 106.221.201.21.
06/18/2024 08:04 EDT	Manjunath R Gowda (manjunathrgowda40@gmail.com) authenticated via email on Chrome via Windows from 106.221.201.21.
06/18/2024 08:04 EDT	Manjunath R Gowda (manjunathrgowda40@gmail.com) signed the document on Chrome via Windows from 106.221.201.21.



Ref: TCSL/DT20234565908/2243833/Bangalore

Date: 02 December 2024

MS. JAHNAVI GOWDA A M

Arehalli,Bilagumba(Po),Kutagal(H),Ramanagara(T/D) Arehalli Main Road,
Next To Maramma Temple, Ramanagara,
Karnataka-562159.

Sub: Joining Letter

Dear Ms. Jahn timer Gowda A M,

We would like to take this opportunity to extend you a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **19th December 2024** , your training location is **Trivandrum** and your work location is **Bangalore** .You will be assigned a role in a Unit as per business requirements of TCSL.

TCS Onboarding Team will reach out to you over email in the next few days to guide you further on the onboarding process and steps to be taken to prepare yourself for onboarding.

Kindly report at the address shared below by **08:00 AM** on the date mentioned above.

Tata Consultancy Services Ltd.

Peepul Park,Technopark Campus,

Kariyavattom P.O.,

Trivandrum, Kerala-695581.

(Route map of the training location can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Sajish R

Phone: 914716629400

Email Id: sajish.r@tcs.com

(Contact Hours: Monday - Friday, 9 AM to 6 PM)

If you have participated in TCS pre-joining 'Xplore' learning program, you have a headstart! We appreciate your passion for learning. You are now all set to experience learning through our coveted TCS Initial Learning Program.



TCS Initial Learning Program (ILP)

Learning is a way of life at TCSL. The TCS Initial Learning Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS pre-joining 'Xplore' learning program, making you 'project ready'.

The duration of your TCS Initial Learning Program is based on your performance in TCS pre-joining 'Xplore' learning program and business requirements.

The TCS Initial Learning Program (ILP) is a training program especially curated for you as per TCSL business requirement. The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Initial Learning Program. In case your performance does not meet the expectations, the management reserves the right to either extend your program or terminate your traineeship forthwith.

Accommodation will be arranged by TCSL at the training location of TCS Initial Learning Program and any expenses towards the same would be deducted from your HRA. Details of the accommodation will be sent to you in a separate mail before your program start date. Travel expenses to the location of TCS Initial Learning Program will not be reimbursed.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You must also fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in NextStep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development
TCS Human Resources



[Click here](#) or use a QR code scanner from your mobile to validate the joining letter



June 4th 2024

**Prajwal D
Bengaluru**

Letter of Appointment

Dear Prajwal,

It is our privilege to welcome you to Appmox Pvt. Ltd. We are glad to have you with us and look forward to a long and mutually rewarding Association.

We congratulate you to be appointed as Azure Ai Developer to handle operational responsibilities at Appmox Pvt. Ltd. located in Bangalore.

Your date of appointment is effective from your date of joining, which is mentioned below. Your appointment at Appmox Pvt. Ltd. is on the following terms and conditions:

We are pleased to have you join us as a member of our team and looking forward to a rewarding association.

Yours sincerely,

I accept the above-mentioned terms and conditions of employment

For **APPMOCX PVT. LTD.**



Principal consultant

Signature

Date

Acceptance of TCS Offer Letter



Inbox



TCS Recruitm... 10 Sep

to me ▾



Dear ROHAN SHARBIDRIKAR,,

Thank you for accepting our offer of employment.

We look forward to having you on-board Team TCS

For any query, please contact 1800-209-3111(toll free)
/ilpsupport@tcs.com

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

Strictly Private & Confidential

23 October 2024

Mangalore

Dear **Aariz Naseer**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer of appointment to join GlowTouch Technologies (hereafter referred to as 'Company') as per the below terms and conditions:

Role – Graduate Engineering Trainee

Date of Joining – 28 October 2024

Your annual total earning potential will be **INR 320078.00** /- and will be structured as per the attached **Annexure 1- Compensation plan**. This will continue to be applicable until further communication on the same. The compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, ESIC, as applicable.

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

Your employment with GlowTouch Technologies will be governed by the attached **Annexure 3 - Terms of Employment**. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with GlowTouch Technologies is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

To indicate your acceptance of this offer and employment with GlowTouch Technologies, we request you to send an email to hrteam@GlowTouch.com to confirm your date of joining. At the time of joining, please submit a copy of this letter, **Annexure 1 - Compensation, Annexure 2 - Declaration, Annexure 3 - Terms of Employment with your signature on each page. In addition, please provide all the documentation identified in Annexure 4.**

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer is valid for four (4) days from the date of this letter. After receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if we are unable to set an alternative date or if we do not receive a mail confirmation from you before the expiration of this period, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time. These documents include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call the **RECRUITER** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you at GlowTouch Technologies and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Shyamprasad Hebbar

Full Name: **Aariz Naseer**

Senior Vice President – Corporate Services

Date : **23 October 2024**

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Annexure I

CTC	320078.00
Gross Benefit Amount	23820.00
Other Benefits	300.00
Contribution Amount	2553.00
Recurring Deduction Amount	1800.00
Net Take Home Before Tax	22020.00

GROSS BENEFITS			
COMPONENT NAME	NATURE OF COMPONENT	MONTHLY REMUNERATION	YEARLY REMUNERATION
Basic	Fixed	15659.00	187908.00
Special Allowances	Fixed	8161.00	97932.00
OTHER BENEFITS			
COMPONENT NAME	NATURE OF COMPONENT	MONTHLY REMUNERATION	YEARLY REMUNERATION
Medical	Fixed	300.00	3600.00
CONTRIBUTION			
COMPONENT NAME	MONTHLY CONTRIBUTION	YEARLY CONTRIBUTION	
Employer PF	1800.00	21600.00	
Gratuity	753.00	9036.00	
RECURRING			
COMPONENT NAME	NATURE OF COMPONENT	MONTHLY REMUNERATION	YEARLY REMUNERATION
Employee PF	Fixed	1800.00	21600.00

Strictly Private & Confidential

1. **Employer contribution to the PF & ESIC : is the contribution made by the company to Provident fund office & ESIC corporation on employee account which is mandatory**
2. **Gratuity : Applicable as per Gratuity Act of 1972 . Eligibility starts after completion of 5 years of continuous service**
3. **Mediclaime insurance premium paid by employer on account of employee as per company policy**

(Note 1: For International Worker Only* As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities. *As defined by applicable law from time to time)

(Note 2: Employee state insurance deduction of 0.75% of your gross salary will happen in your monthly pay and 3.25% of your gross will be contributed by company to Employee State Insurance Corporation. You will be getting identification card from ESIC office where you can avail different medical facilities)

ANNEXURE 2

DECLARATION

I hereby represent and warrant that as of my effective start date of employment with GlowTouch Technologies, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-a-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by GlowTouch Technologies or employment with GlowTouch Technologies, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into GlowTouch Technologies premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to GlowTouch Technologies, including any such documents or materials from my previous employer. To the extent I feel that my employment at GlowTouch Technologies would require me to bring any third party documents or materials to GlowTouch Technologies I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from GlowTouch Technologies. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle GlowTouch Technologies to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

Full Name: **Aariz Naseer**

Date : **23 October 2024**

Strictly Private & Confidential

ANNEXURE 4

REQUIRED DOCUMENTATION (To be submitted on the day of joining)

- 1) Six (6) copies of your recent passport size photographs
- 2) GlowTouch Technologies offer letter (signed on all pages)
- 3) GlowTouch Technologies Terms of Employment (signed on all pages)
- 4) Relieving Letters from previous employer. If relieving letter is not available, Resignation acceptance mail with manager's name & designation (signature) certifying last working date from immediate previous employer. A copy of this mail should be submitted 1 week prior to the date of joining.
- 5) PAN card copy-3 copies
- 6) Aadhaar Card -3 Coloured Copy
- 7) Copy of highest education Graduation Degree/PG/Diploma (wherever applicable) certificates
- 8) Copy of highest education mark sheets (Last semester mandatory)
- 9) Documents in support of your age (10th/ 12th Mark sheet/Voter ID Card/Driving License etc)
- 10) Passport copy, if available

Strictly Private & Confidential

16 October 2024

Mangalore

Dear **Amruth M**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer of appointment to join GlowTouch Technologies (hereafter referred to as 'Company') as per the below terms and conditions:

Role – Graduate Engineering Trainee

Date of Joining – 17 October 2024

Your annual total earning potential will be **INR 320078.00** /- and will be structured as per the attached **Annexure 1- Compensation plan**. This will continue to be applicable until further communication on the same. The compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, ESIC, as applicable.

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

Your employment with GlowTouch Technologies will be governed by the attached **Annexure 3 - Terms of Employment**. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with GlowTouch Technologies is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

To indicate your acceptance of this offer and employment with GlowTouch Technologies, we request you to send an email to hrteam@GlowTouch.com to confirm your date of joining. At the time of joining, please submit a copy of this letter, **Annexure 1 - Compensation, Annexure 2 - Declaration, Annexure 3 - Terms of Employment with your signature on each page. In addition, please provide all the documentation identified in Annexure 4.**

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer is valid for four (4) days from the date of this letter. After receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if we are unable to set an alternative date or if we do not receive a mail confirmation from you before the expiration of this period, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time. These documents include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call the **RECRUITER** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you at GlowTouch Technologies and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Shyamprasad Hebbar

Full Name: **Amruth M**

Senior Vice President – Corporate Services

Date : **16 October 2024**

Strictly Private & Confidential

Annexure I

CTC	320078.00
Gross Benefit Amount	23820.00
Other Benefits	300.00
Contribution Amount	2553.00
Recurring Deduction Amount	1800.00
Net Take Home Before Tax	22020.00

GROSS BENEFITS			
COMPONENT NAME	NATURE OF COMPONENT	MONTHLY REMUNERATION	YEARLY REMUNERATION
Basic	Fixed	15659.00	187908.00
Special Allowances	Fixed	8161.00	97932.00
OTHER BENEFITS			
COMPONENT NAME	NATURE OF COMPONENT	MONTHLY REMUNERATION	YEARLY REMUNERATION
Medical	Fixed	300.00	3600.00
CONTRIBUTION			
COMPONENT NAME	MONTHLY CONTRIBUTION	YEARLY CONTRIBUTION	
Employer PF	1800.00	21600.00	
Gratuity	753.00	9036.00	
RECURRING			
COMPONENT NAME	NATURE OF COMPONENT	MONTHLY REMUNERATION	YEARLY REMUNERATION
Employee PF	Fixed	1800.00	21600.00

Strictly Private & Confidential

1. **Employer contribution to the PF & ESIC : is the contribution made by the company to Provident fund office & ESIC corporation on employee account which is mandatory**
2. **Gratuity : Applicable as per Gratuity Act of 1972 . Eligibility starts after completion of 5 years of continuous service**
3. **Mediclaime insurance premium paid by employer on account of employee as per company policy**

(Note 1: For International Worker Only* As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities. *As defined by applicable law from time to time)

(Note 2: Employee state insurance deduction of 0.75% of your gross salary will happen in your monthly pay and 3.25% of your gross will be contributed by company to Employee State Insurance Corporation. You will be getting identification card from ESIC office where you can avail different medical facilities)

ANNEXURE 2

DECLARATION

I hereby represent and warrant that as of my effective start date of employment with GlowTouch Technologies, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-a-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by GlowTouch Technologies or employment with GlowTouch Technologies, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into GlowTouch Technologies premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to GlowTouch Technologies, including any such documents or materials from my previous employer. To the extent I feel that my employment at GlowTouch Technologies would require me to bring any third party documents or materials to GlowTouch Technologies I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from GlowTouch Technologies. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle GlowTouch Technologies to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

Full Name: **Amruth M**

Date : **16 October 2024**

Strictly Private & Confidential

ANNEXURE 4

REQUIRED DOCUMENTATION (To be submitted on the day of joining)

- 1) Six (6) copies of your recent passport size photographs
- 2) GlowTouch Technologies offer letter (signed on all pages)
- 3) GlowTouch Technologies Terms of Employment (signed on all pages)
- 4) Relieving Letters from previous employer. If relieving letter is not available, Resignation acceptance mail with manager's name & designation (signature) certifying last working date from immediate previous employer. A copy of this mail should be submitted 1 week prior to the date of joining.
- 5) PAN card copy-3 copies
- 6) Aadhaar Card -3 Coloured Copy
- 7) Copy of highest education Graduation Degree/PG/Diploma (wherever applicable) certificates
- 8) Copy of highest education mark sheets (Last semester mandatory)
- 9) Documents in support of your age (10th/ 12th Mark sheet/Voter ID Card/Driving License etc)
- 10) Passport copy, if available

Strictly Private & Confidential

16 October 2024

Mangalore

Dear **Ramya**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer of appointment to join GlowTouch Technologies (hereafter referred to as 'Company') as per the below terms and conditions:

Role – Graduate Engineering Trainee

Date of Joining – 21 October 2024

Your annual total earning potential will be **INR 320078.00** /- and will be structured as per the attached **Annexure 1- Compensation plan**. This will continue to be applicable until further communication on the same. The compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, ESIC, as applicable.

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

Your employment with GlowTouch Technologies will be governed by the attached **Annexure 3 - Terms of Employment**. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with GlowTouch Technologies is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

To indicate your acceptance of this offer and employment with GlowTouch Technologies, we request you to send an email to hrteam@GlowTouch.com to confirm your date of joining. At the time of joining, please submit a copy of this letter, **Annexure 1 - Compensation, Annexure 2 - Declaration, Annexure 3 - Terms of Employment with your signature on each page. In addition, please provide all the documentation identified in Annexure 4.**

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer is valid for four (4) days from the date of this letter. After receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if we are unable to set an alternative date or if we do not receive a mail confirmation from you before the expiration of this period, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time. These documents include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call the **RECRUITER** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you at GlowTouch Technologies and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Shyamprasad Hebbar

Full Name: **Ramya**

Senior Vice President – Corporate Services

Date : **16 October 2024**

Strictly Private & Confidential

Annexure I

CTC	320078.00
Gross Benefit Amount	23820.00
Other Benefits	300.00
Contribution Amount	2553.00
Recurring Deduction Amount	1800.00
Net Take Home Before Tax	22020.00

GROSS BENEFITS			
COMPONENT NAME	NATURE OF COMPONENT	MONTHLY REMUNERATION	YEARLY REMUNERATION
Basic	Fixed	15659.00	187908.00
Special Allowances	Fixed	8161.00	97932.00
OTHER BENEFITS			
COMPONENT NAME	NATURE OF COMPONENT	MONTHLY REMUNERATION	YEARLY REMUNERATION
Medical	Fixed	300.00	3600.00
CONTRIBUTION			
COMPONENT NAME	MONTHLY CONTRIBUTION	YEARLY CONTRIBUTION	
Employer PF	1800.00	21600.00	
Gratuity	753.00	9036.00	
RECURRING			
COMPONENT NAME	NATURE OF COMPONENT	MONTHLY REMUNERATION	YEARLY REMUNERATION
Employee PF	Fixed	1800.00	21600.00

Strictly Private & Confidential

1. **Employer contribution to the PF & ESIC : is the contribution made by the company to Provident fund office & ESIC corporation on employee account which is mandatory**
2. **Gratuity : Applicable as per Gratuity Act of 1972 . Eligibility starts after completion of 5 years of continuous service**
3. **Mediclaime insurance premium paid by employer on account of employee as per company policy**

(Note 1: For International Worker Only* As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities. *As defined by applicable law from time to time)

(Note 2: Employee state insurance deduction of 0.75% of your gross salary will happen in your monthly pay and 3.25% of your gross will be contributed by company to Employee State Insurance Corporation. You will be getting identification card from ESIC office where you can avail different medical facilities)

ANNEXURE 2

DECLARATION

I hereby represent and warrant that as of my effective start date of employment with GlowTouch Technologies, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-a-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by GlowTouch Technologies or employment with GlowTouch Technologies, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into GlowTouch Technologies premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to GlowTouch Technologies, including any such documents or materials from my previous employer. To the extent I feel that my employment at GlowTouch Technologies would require me to bring any third party documents or materials to GlowTouch Technologies I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from GlowTouch Technologies. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle GlowTouch Technologies to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

Full Name: **Ramya**

Date : **16 October 2024**

Strictly Private & Confidential

ANNEXURE 4

REQUIRED DOCUMENTATION (To be submitted on the day of joining)

- 1) Six (6) copies of your recent passport size photographs
- 2) GlowTouch Technologies offer letter (signed on all pages)
- 3) GlowTouch Technologies Terms of Employment (signed on all pages)
- 4) Relieving Letters from previous employer. If relieving letter is not available, Resignation acceptance mail with manager's name & designation (signature) certifying last working date from immediate previous employer. A copy of this mail should be submitted 1 week prior to the date of joining.
- 5) PAN card copy-3 copies
- 6) Aadhaar Card -3 Coloured Copy
- 7) Copy of highest education Graduation Degree/PG/Diploma (wherever applicable) certificates
- 8) Copy of highest education mark sheets (Last semester mandatory)
- 9) Documents in support of your age (10th/ 12th Mark sheet/Voter ID Card/Driving License etc)
- 10) Passport copy, if available

CN122407352

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1. Name and Registered Address of Establishment : SKF India Ltd (E05202900430)
- with Telephone no. & E-mail address : SKF India Ltd, Plot No 2, Bommasandra Indl Area,
Hosur Raod, Bangalore, Bengaluru Urban, Karnataka
- : 094-48904847
: kiran.kumar.c@skf.com
2. (a) Name of Apprentice (Block Letters) : DEEKSHITHA R (A1124134868)
(b) Father's/Mother's /Spouse's Name : Ravichandran R
3. Address of apprentice : #225, 2nd Main Road, Byrappa Block, #225
, , Karnataka, Bengaluru Urban, 560028, #2
: 25,
: Bengaluru Urban, Karnataka
4. Gender : Female
5. Date of Birth : 15-06-2002
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : Yes
(b) Name of the Category : Obc
7. Educational Qualification (Highest) : Graduate - BE
8. (a) Category of Apprenticeship : Optional
(b) Name of the trade for which Apprentice is training : Software Programmer_V1
9. Apprenticeship Training duration (Total) : 360 Days
(a) Duration of Basic Training : 4 Weeks
(b) Period of On-the-Job Training : From 02-12-2024 to 26-11-2025
10. Apprenticeship Training Location : Primary Location
(a) Name and address of facility where Basic Training is to be provided : N/A
(b) Name and address of the facility where On-the-Job Training is to be provided : SKF India Ltd
Primary Location
Bengaluru Urban
Karnataka
11. (a) Date of execution of contract : 03-12-2024
(b) Age of Apprentice on the date of execution of contract : 22 years, 5 months and 18 days
12. Is the establishment opting for benefits under NAPS*? : Yes
*If yes, Annexure 2 to this contract will also be applicable.



***For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

For Non-DBT cases- Full stipend will be paid by the employer

13. Monthly stipend amount

Year of training	Total stipend amount (in Rs.)	Break up of total stipend amount (in Rs.)	
		Employer's share out of col. 2	Government of India's share out of col. 2(25% of stipend paid upto a maximum of Rs. 1500 per month per apprentice)
(a) During 1st year of training	35000	33500	1500
(b) During 2nd year of training	N/A	N/A	0
(c) During 3rd and 4th year of training	N/A	N/A	0

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A

(b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

(b) Name of TPA (if applicable) : Teamlease Skills University

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.

17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time

18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.

19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).

20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS),if applicable.



For SKF India Limited
Authorized Signatory

Signature of the
Employer with seal



R. Deekhotra

Signature of Apprentice

Signature of Guardian

FOR OFFICE USE ONLY

Contract Registration No. : CN122407352
(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.

Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprenticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (<https://www.apprenticeshipindia.gov.in>) and maybe updated from time to time.

24th JULY 2024

DESHWANTH S,

S/O: SOMASHEKAR B R, #1 3RD CROSS ADARSHNAGAR,

B.B.M.P HIGH SCHOOL GOVINDARAJANAGARA NAGARABHAVI MAIN ROAD,

BANGALORE NORTH,

NAGARBHAVI, KARNATAKA-560072.

Dear DESHWANTH S,

OFFER CUM EMPLOYMENT CONTRACT

1. Appointment

- 1.1 With reference to your application dated **22.07.2024** we are pleased to offer you the position of **"TRAINEE – SAP PI"** in our organization, with effect from **05.08.2024**.
- 1.2 You shall be based in Bangalore but will serve the company or any of its subsidiaries or associate/affiliate companies in any location within or outside of India as and when required.
- 1.3 Your employment with the Company is subject to your providing documentary proof of your last drawn salary, educational qualifications and work testimonials if any, and is also conditional upon your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above mentioned date.

CN122407337

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1. Name and Registered Address of Establishment : SKF India Ltd (E05202900430)
- with Telephone no. & E-mail address : SKF India Ltd, Plot No 2, Bommasandra Indl Area,
Hosur Raod, Bangalore, Bengaluru Urban, Karnataka
- : 094-48904847
: kiran.kumar.c@skf.com
2. (a) Name of Apprentice (Block Letters) : GUNASHEELA S (A1124134833)
(b) Father's/Mother's /Spouse's Name : Shankare Gowda
3. Address of apprentice : 16 137, 2nd main road, sannakibayalu ,
vrushabhavathinagar, kamakshipalya,16 13
: 7 , Karnataka, Bengaluru Urban, 560079,
: #16(137),
: Bengaluru Urban, Karnataka
4. Gender : Female
5. Date of Birth : 26-07-2002
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : Yes
(b) Name of the Category : Obc
7. Educational Qualification (Highest) : Graduate - BE
8. (a) Category of Apprenticeship : Optional
(b) Name of the trade for which Apprentice is training : Software Programmer_V1
9. Apprenticeship Training duration (Total) : 360 Days
(a) Duration of Basic Training : 4 Weeks
(b) Period of On-the-Job Training : From 02-12-2024 to 26-11-2025
10. Apprenticeship Training Location : Primary Location
(a) Name and address of facility where Basic Training is to be provided : N/A
(b) Name and address of the facility where On-the-Job Training is to be provided : SKF India Ltd
Primary Location
Bengaluru Urban
Karnataka
11. (a) Date of execution of contract : 03-12-2024
(b) Age of Apprentice on the date of execution of contract : 22 years, 4 months and 7 days
12. Is the establishment opting for benefits under NAPS*? : Yes
*If yes, Annexure 2 to this contract will also be applicable.



***For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

For Non-DBT cases- Full stipend will be paid by the employer

13. Monthly stipend amount

Year of training	Total stipend amount (in Rs.)	Break up of total stipend amount (in Rs.)	
		Employer's share out of col. 2	Government of India's share out of col. 2(25% of stipend paid upto a maximum of Rs. 1500 per month per apprentice)
(a) During 1st year of training	35000	33500	1500
(b) During 2nd year of training	N/A	N/A	0
(c) During 3rd and 4th year of training	N/A	N/A	0

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A

(b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

(b) Name of TPA (if applicable) : Teamlease Skills University

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.

17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time

18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.

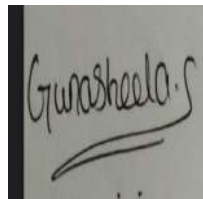
19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).

20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS),if applicable.



For SKF India Limited
Authorized Signatory

Signature of the
Employer with seal



Gunasheelo.S

Signature of Apprentice

Signature of Guardian

FOR OFFICE USE ONLY

Contract Registration No. : CN122407337
(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.

Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprenticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (<https://www.apprenticeshipindia.gov.in>) and maybe updated from time to time.

CN122407302

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1. Name and Registered Address of Establishment : SKF India Ltd (E05202900430)
- with Telephone no. & E-mail address : SKF India Ltd, Plot No 2, Bommasandra Indl Area,
Hosur Raod, Bangalore, Bengaluru Urban, Karnataka
- : 094-48904847
: kiran.kumar.c@skf.com
2. (a) Name of Apprentice (Block Letters) : KEERTHANA C L (A1124134688)
(b) Father's/Mother's /Spouse's Name : Lakshmikantha
3. Address of apprentice : No 54/12, 11th Cross Road, Kottigepalya,
: No 54/12, Karnataka, Bengaluru Urban, 5
: 60091, No 54/12,
: Bengaluru Urban, Karnataka
4. Gender : Female
5. Date of Birth : 03-06-2002
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : Yes
(b) Name of the Category : Obc
7. Educational Qualification (Highest) : Graduate - BE
8. (a) Category of Apprenticeship : Optional
(b) Name of the trade for which Apprentice is training : Software Programmer_V1
9. Apprenticeship Training duration (Total) : 360 Days
(a) Duration of Basic Training : 4 Weeks
(b) Period of On-the-Job Training : From 02-12-2024 to 26-11-2025
10. Apprenticeship Training Location : Primary Location
(a) Name and address of facility where Basic Training is to be provided : N/A
(b) Name and address of the facility where On-the-Job Training is to be provided : SKF India Ltd
Primary Location
Bengaluru Urban
Karnataka
11. (a) Date of execution of contract : 03-12-2024
(b) Age of Apprentice on the date of execution of contract : 22 years, 6 months and 0 days
12. Is the establishment opting for benefits under NAPS*? : Yes
*If yes, Annexure 2 to this contract will also be applicable.



***For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

For Non-DBT cases- Full stipend will be paid by the employer

13. Monthly stipend amount

Year of training	Total stipend amount (in Rs.)	Break up of total stipend amount (in Rs.)	
		Employer's share out of col. 2	Government of India's share out of col. 2(25% of stipend paid upto a maximum of Rs. 1500 per month per apprentice)
(a) During 1st year of training	35000	33500	1500
(b) During 2nd year of training	N/A	N/A	0
(c) During 3rd and 4th year of training	N/A	N/A	0

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A

(b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

(b) Name of TPA (if applicable) : Teamlease Skills University

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.

17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time

18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.

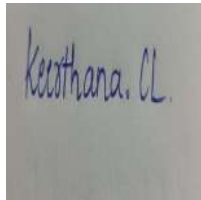
19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).

20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS),if applicable.



For SKF India Limited
Authorized Signatory

Signature of the
Employer with seal



Keethana. CL.

Signature of Apprentice

Signature of Guardian

FOR OFFICE USE ONLY

Contract Registration No. : CN122407302
(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.

Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprenticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (<https://www.apprenticeshipindia.gov.in>) and maybe updated from time to time.

CN122407324

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1. Name and Registered Address of Establishment : SKF India Ltd (E05202900430)
- with Telephone no. & E-mail address : SKF India Ltd, Plot No 2, Bommasandra Indl Area,
Hosur Raod, Bangalore, Bengaluru Urban, Karnataka
- : 094-48904847
: kiran.kumar.c@skf.com
2. (a) Name of Apprentice (Block Letters) : NAYANA V (A1124134734)
(b) Father's/Mother's /Spouse's Name : Venkatesh Babu
3. Address of apprentice : No 180, 2nd Stage 13th Block, Nagarabhav
: i, No 180, Karnataka, Bengaluru Urban, 5
: 60072, No 180,
: Bengaluru Urban, Karnataka
4. Gender : Female
5. Date of Birth : 15-08-2002
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : Yes
(b) Name of the Category : Obc
7. Educational Qualification (Highest) : Graduate - BE
8. (a) Category of Apprenticeship : Optional
(b) Name of the trade for which Apprentice is training : Software Programmer_V1
9. Apprenticeship Training duration (Total) : 360 Days
(a) Duration of Basic Training : 4 Weeks
(b) Period of On-the-Job Training : From 02-12-2024 to 26-11-2025
10. Apprenticeship Training Location : Primary Location
(a) Name and address of facility where Basic Training is to be provided : N/A
(b) Name and address of the facility where On-the-Job Training is to be provided : SKF India Ltd
Primary Location
Bengaluru Urban
Karnataka
11. (a) Date of execution of contract : 03-12-2024
(b) Age of Apprentice on the date of execution of contract : 22 years, 3 months and 18 days
12. Is the establishment opting for benefits under NAPS*? : Yes
*If yes, Annexure 2 to this contract will also be applicable.



***For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

For Non-DBT cases- Full stipend will be paid by the employer

13. Monthly stipend amount

Year of training	Total stipend amount (in Rs.)	Break up of total stipend amount (in Rs.)	
		Employer's share out of col. 2	Government of India's share out of col. 2 (25% of stipend paid upto a maximum of Rs. 1500 per month per apprentice)
(a) During 1st year of training	35000	33500	1500
(b) During 2nd year of training	N/A	N/A	0
(c) During 3rd and 4th year of training	N/A	N/A	0

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A

(b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

(b) Name of TPA (if applicable) : Teamlease Skills University

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.

17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time

18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.

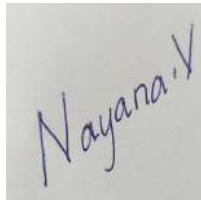
19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).

20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS), if applicable.



For SKF India Limited
Authorized Signatory

Signature of the
Employer with seal



Nayana Y

Signature of Apprentice

Signature of Guardian

FOR OFFICE USE ONLY

Contract Registration No. : CN122407324
(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.

Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprenticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (<https://www.apprenticeshipindia.gov.in>) and maybe updated from time to time.

Date:08/01/2024

Mr./Ms. Lavanya M O

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We are delighted to welcome YOU to our organization.

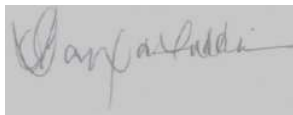
You will be an integral part of a high energy & dynamic work environment. We believe in deep & enduring relationships and welcome you to excel, learn, grow and build an enriching & rewarding career with us.

The following points outline the offer details.

- 1. Training & Probation:** You will be on training & probation for initial period of **12** months from the date of joining.
- 2. Offer Details:** We are pleased to offer you the position of **"Trainee - IT IS", Grade T1**. Your total Cost to Company (CTC) inclusive of all benefits is **INR 320,000.00/- (Rupees Three Lakh And Twenty Thousand Only)** per annum. This is subject to deduction of tax at source, in accordance with the prevailing IT laws. Your compensation details are detailed in Annexure 1.
- 3. Training Agreement:** You are required to sign an agreement to serve the company for a minimum period of **2 years** from the date of joining.
- 4. Offer Validity:** This offer is valid till **08/05/2024**. Kindly ensure that you confirm your acceptance of the offer in writing, on or before **08/02/2024**. The offer stands null and void thereafter, unless the offer acceptance date is extended and communicated to you in writing. This offer supersedes all prior communication, written and oral.
- 5. Offer Conditions:** This offer and your subsequent employment is subject to your successful completion of Background check as detailed in the attached Terms and Conditions document.
- 6. Date of Joining:** Your tentative date of joining is **08/05/2024**.
- 7. Location:** Your work location will be **Bangalore, India**.

Please refer to the enclosed document on "Terms & Conditions of Employment", applicable upon your employment. Please Sign and handover the copy along with this offer letter. We wish you a long & successful tenure with us and looking forward to working with you.

Best regards,



Nayazuddin Meer (Head - Talent Aquisition)

Lavanya M O

Date:08/01/2024

Date:08/01/2024

VOYA 341735

COMPENSATION AT A GLANCE

Private and Confidential

Name:Lavanya M O

Designation:Trainee - IT IS

Place:Bangalore

Date:08/01/2024

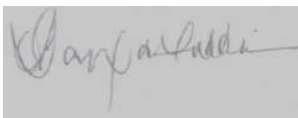
Salary Break-Up	
A. Components	Amount in INR
Basic Pay	180,000.00
House Rent Allowance	72,000.00
Ad hoc Allowance	1,742.00
ST Bonus	36,000.00
Total(A)	289,742.00
B. Retirals & Benefits	
Company contribution to Provident Fund	21,600.00
Company contribution to Gratuity Fund	8,658.00
Total(B)	
COST TO COMPANY (CTC)	320,000.00

*ESC Medclaim Insurance is part of Adhoc Allowance.

Note: The terms and conditions of employment, including those mentioned above, are subjected to and will be governed by the policies, rules and regulations as applicable from time to time.

Sincerely,

I accept the offer as outlined above.



Nayazuddin Meer (Head - Talent Aquisition)

Lavanya M O

Date:08/01/2024

Date:08/01/2024

ANNEXURE 1

Private and Confidential

Total Rewards and Benefits

Voya Global Services Pvt Ltd., continuously strives to provide best in-class benefits to you.

Apart from your salary, you are also entitled to numerous monetary and non-monetary benefits. Some of the more significant ones are listed below for your quick reference.

1. Benefits under CTC:

- **Group Medi-claim Insurance:** It provides pre-defined insurance coverage to you and your dependents (only spouse and children) against expenses related to hospitalization due to illness, disease or injury. The premium of this policy is part of your CTC.
- **Group Personal Accident (GPA) Insurance:** It offers compensation in case of disability or death directly and solely as a result of an accident.
- **Executive Health Checkup:** Voya Global Services Pvt Ltd has tied up with reputed hospitals for periodic employee health checkups. You can avail the Executive Health Checkup Benefits once in 2 years.

2. Holidays, Paid Leave & Encashment:

Voya Global Services Pvt Ltd strives to create and maintain a balanced work schedule for you through our distinct leave and holiday programs.

- **National and Festival holidays:** 11 days every calendar year.
- **Paid Leaves (PL):** 18 days per annum. You get 1.5 days of PLs per month, every year. PL from the current year can be carried forward to the next year up to a maximum of 50% of the allocated leaves. PL encashment: Un-availed PLs up to 45 days shall be encashed at the time of exit.
- **Sick cum Casual Leave :** 12 day per annum. 12 days of S&CL will be credited at the beginning of the year.
- **Bereavement Leave :** 3 days of bereavement leave will be credited at the beginning of the year Employees can avail maximum of 2 time in a tenure - demise of immediate dependents (spouse, parents & children),
- **Maternity Leave:** Female employees can take 26 weeks of paid leaves and an extension of up to one month in cases of continued sickness, as per Maternity Benefits Act. Additionally, an extension up to 6 months is permissible, as a combination of PL, work from home, part time work or leave without pay, subject to approval.
- **Miscarriage Leave:** In case of miscarriage, female employees are eligible for 6 weeks of miscarriage leave.
- **Paternity leave:** New fathers are entitled to 5 days of paid paternity leave for the first two children.
- **Adoption Leave:** If you are adopting a child, you are eligible for 12 weeks of paid adoption leave.
- **Sabbatical leave:** Employees have an option to avail 3-12 months of leave on loss of pay as per the Sabbatical leave policy.

3. Other Benefits:

- **Salary Advance Policy:** You can avail a salary advance in case of medical emergencies or marriage.
- **Sponsorship on Certifications:** You can get sponsorships to pursue certifications as per policy.
- **Group Term Life Insurance (GTLI):** It provides a lump sum benefit in the unfortunate event of Death, Total & Permanent Disability or Terminal Illness. The coverage is as per the policy.
- *Note: Please access Converge for more details on the applicability and eligibility criteria of the above-stated benefits.*

JOINING FORMALITIES

Required Documents: Please carry the originals of the below stated documents on the Onboarding Day, without fail. These originals will be verified against the scanned documents you have already uploaded in SuccessFactors application, during your interview and Offer process.

Sl.No.	Particulars of documents
1.	VOYA Accepted Offer Letter
2.	Professional Certificates, if any
3.	Degree /PG / Masters Certificate (Convocation) and Marks Sheet. Provisional Certificate will not be accepted.
4.	Pre University Marks Card / 12th Standard or Higher Secondary certificate
5.	SSLC Marks Card / 10th Standard certificate
6.	Passport (including VISA copy, if any)
7.	Voters ID / Driving License
8.	Aadhar Card
9.	Provident Fund - Universal Account Number (UAN)
10.	<ul style="list-style-type: none"> • 3 Recent passport size photographs with White Background • Size Should be 3.5 cm X 4.5 cm • Dress Code for Men: Blazer, Dark coloured shirts and ties complementing the shirt • Dress Code for Women: Indian formals - Sari, Western formals - Blazer, Shirt and Trousers, Minimal Jewelry • Well dressed and groomed
15.	PAN Card

Onboarding

Please report to the following address (Onboarding Venue) by **09:30 AM IST** to complete your joining formalities. One of our executives from the HRM function will be happy to receive you and assist you during the Onboarding & Assimilation process.

**Voya Global Services Pvt Ltd.,
 Ground Floor, Amin Properties LLP SEZ,
 Sys nos. 19.20/1,20/2, Pujanahalli
 Devanahalli, Bangalore - 562 110.**

Please feel free to contact the respective recruiter through email or call at **080 - 66904721** or **080 - 41805721** for any clarification.

Date:08/01/2024

TERMS & CONDITIONS OF EMPLOYMENT

Mr./Ms. Lavanya M O

-

In continuation to our Offer of Employment dated **08/01/2024**, please review carefully the Terms & Conditions, which are applicable.

- **Pre-Employment Medical Checkup:** Your appointment is subject to being found medically fit. To this extent you will be required to undergo certain medical tests at the medical establishment stated in the attached reference letter. Please contact the medical establishment directly to fix up an appointment and ensure that you undergo the tests before the joining date i.e. **08/05/2024**.
- **Background check:** All information & documents submitted by you to the Company are subjected to verification by the Company or an external agency appointed by the Company, at any time during your employment with the Company. You hereby authorize the Company or any external agency, appointed by the Company, to verify your identity, address, antecedents, criminal records (wherever deemed fit) and educational qualification, employment history and any other details that would be needed as per the Company policy, prior to or upon your joining the Company, or thereafter. You are expected to extend your full co-operation during the verification. This Offer of Appointment is subject to clearing the Background Check and verification of all documents submitted by you to the Company. If you fail to co-operate or clear the Background Check, or if the information or documents provided by you are proved to be untrue, the Company reserves the right to withdraw this offer or terminate your employment, without any liability to the Company.
- **Role Expectations:**
 - At Voya Global Services Pvt Ltd, we are driven by honesty, dedication, and integrity. As an employee of Voya Global Services Pvt Ltd, you must not engage in any other business, or render professional services either on a full-time or a part-time basis.
 - Confidentiality and Data security are of utmost priority. You must keep your work strictly confidential and not divulge or disclose to any person or entity, during the term of your employment with the Company and thereafter. Any information related to the Company, its employees or associates, whom you became aware of during the term of your employment, must be treated with high confidentiality. You must not act in any manner, which is prejudicial or detrimental to the reputation and standing of the Company.
 - Upon your joining the Company, you are required to execute various Employment Agreements governing the terms of your employment with the Company.

Regd. Office: Voya Global Services Pvt Ltd, VFI SLK SEZ UNIT, 3rd Floor, Tower-A, Amin Properties LLP (SEZ), Sy nos.19.20/1, 20/2,

Poojanahalli, Devanhalli, Bangalore-562110

CIN - U74999KA2019PTC123879 email ID: br.jayakumar@slkgroup.com

- **Full time employment:** As a full time employee of the Company, you cannot take up any other work for remuneration or on advisory capacity in any other trade or business associated with the similar business areas of Voya Global Services Pvt Ltd, during the period of your employment, without prior permission in writing.
- **Transfer:** You are liable to be transferred or deputed, as the Company may determine, to any other location, department, or branch of the Company or its customers' sites in India or overseas.
- **Working Hours:** The official business hours on weekdays i.e. from Monday to Friday is from 9:30 AM to 6:30 PM. However, you are expected to work for a minimum of 9 hours per day, and have a flexibility to alter your work timings suitable to your Customer Business Unit or Function. If you work in projects that demand working on different shifts, then the work days, weekly offs and shift timings will be dependent on what is rostered by your Manager.
- **Leave and Holiday:** The current benefits include –
 - Eleven (11) days National and Festival holidays every calendar year.
 - Eighteen (18) days Paid Leave (PL) per financial year of service - You are eligible for 1.5 days of PL per month on a pro-rated basis, based on the number of days worked.
 - 12 days of S&CL will be credited at the beginning of the year.
 - 3 days of bereavement leave will be credited at the beginning of the year
 - Six calendar months (182 Days approx.) of Maternity Leave, Twelve (12) weeks of Adoption Leave, Six (6) weeks of miscarriage Leave, as applicable, after completion of 160 days tenure in the Company.
 - Five (5) days of Paternity or Adoption Leave, as applicable.
- **Performance:** You must perform in your role and responsibilities as per the expectations of the Company. In case your performance is not up to the expected levels, you will be informed and provided guidance through the Performance Improvement Plan (PIP). If you are not performing to the expectation even after providing PIP support, the Company reserves the right to terminate your employment.
- **Salary Review:** Your compensation will be reviewed periodically, as per the policy of the Company.
- **Employee Provident Fund and Pension Scheme:** You are required to make a contribution of 12% of Basic Salary, as per the provisions of the Provident Fund Act. The company will make appropriate contribution as required by the EPF Act towards PF & Pension Fund that is part of your CTC.
- **Gratuity:** You are eligible for payment of Gratuity as per the provisions of the Gratuity Act.
- **Personal Accident and Group Mediclaim coverage or ESI:** You will be covered under the Personal Accidental Insurance Policy and Group Mediclaim Policy, commencing from your date of joining. Or you will be covered under ESI, if you are eligible for the ESI benefit, as per the ESI Act.
- **Code of Conduct:** You must abide by the Code of Conduct policy of the Company, which will be communicated to you. In the event of any discrepancy or untrue information found in your application form or resume, willful neglect of your duties, breach of trust, gross indiscipline or any other serious dereliction of duties detrimental to the Company's interests, the company has the discretion to initiate necessary disciplinary action against you that can also result with termination of your services, as it deems fit and without any notice pay whats ever.
- **Sexual Harassment:** The Company disapproves any sexual harassment, which includes unwelcome behavior of sexual nature, whether direct or by implication. Indulging in sexual harassment is misconduct under the provisions of the Conduct and Discipline rules.

- **Expense Settlement:** In case of voluntary separation with the company within one year of date of joining, all expenses incurred by the Company on relocation or any other settlement expenses, until explicitly communicated in writing, shall be reimbursed by you, to the Company. Your Separation process will be withheld, if the above stated settlements are not closed by you.
- **Information Security:** Voya Global Services Pvt Ltd is an ISO 27001 certified Company and has a well laid Information Security framework. You are expected to understand, accept and abide by the policies and procedures related to Information Security and safeguard Company and customer information.
- **Personal Information:** Personal information, which includes individual information such as Bank account, credit card, debit card or other payment instrument details, health information, medical records, are classified as 'Confidential information' and handled accordingly. You hereby agree & authorize the Company to disclose such personal information to third parties, as required for business purposes only.
- **Confidential Information:** You will not at any time, without the consent of the Chief Executive Officer, disclose, divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, which may be confided to you or become known to you in the course of your service or otherwise. To this extent, you will be required to sign necessary agreements as may be required by the Company or as per any requirements of the customers of the Company.
- **Protection of Intellectual Property:** You may during the course of rendering your duties as an employee, create, discover or invent Intellectual Property. All such Intellectual Property is the property of the Company and you agree that all such Intellectual Property is created as a "Work for Hire". You hereby agree that all Intellectual Property Rights related to inventions at work done by you during the course of your employment will vest solely with the Company. You also hereby agree to irrevocably assign, transfer, grant and convey to the Company and its successors all rights, title interest in and to such work or invention, including but not limited to all intellectual property rights represented or embodied therein. Wherever required you need to sign and execute the required, assignment agreements and documents to allow the Company to fully acquire such rights as per the requirements of the applicable law.
- **Use of Software Licenses / Internet / E-Mail:** Usage of software or email ID, not provided to you officially in the time of work, is prohibited. The Company disclaims any misuse or illegal use of Software Licenses available on the Internet or otherwise, access to Internet, Company's e-mail or such other facilities as may be extended to the employees. You will be required to sign an undertaking to this effect.
- **Notice period:** The contract of employment can be terminated by either party by giving the other ninety (90) days' prior notice. The Company reserves the right to pay or recover Basic Salary in lieu of notice period.
- **Retirement:** The retirement age is 58 years. Based on business exigencies the Retirement age may be extended up to 60 Years. Terms of the extension will be communicated in writing.
- **On Separation:** On cessation of your employment with the Company, you must immediately hand over to the Company before you are relieved, all the correspondence, RSA token, specifications, books, literature, drawings and other records belonging to the Company or relating to its business. You must not make or retain any copies of the same immediately after serving the notice of termination of services to the Company. The Company will notify you to whom you will hand over the property of the company. You will do all things necessary to transfer the information and knowledge pertaining to projects and assignments on which you were working. You will not be relieved from the services of the Company till the authorized person certifies taking over charge.

- **Non-Compete (On termination of your service):** You will not seek an employment or have any business association either directly or indirectly or in any manner with our customers and their associate companies during the term of your employment with the Company and for a period of one (1) year from the date of your separation with the Company. You will not in the course of any subsequent employment, use any confidential or internal information obtained during the course of your employment with the Company or during the performance of any tasks or assignment with our customers & their associate companies, agents, vendors and partners, in any manner that will compete with, or may directly cause damage to, or create a loss of business of the Company for a period of one (1) year from the date of separation.

You will not entice, induce or solicit any existing staff of the Company to separate from the Company for a period of one (1) year from the date of your separation with the Company.

You must not use information obtained during your course of employment with the Company to engage in a business on your own account or as a partner with another person in a similar business that will in any way compete with or cause damage to the business interests of the Company for a period of two (2) years from the date of cessation of your employment with the Company.

- **Policies and Procedures:** The terms and conditions of employment, including those mentioned above, are subjected to and will be governed by the policies, rules and regulations and information security policies as applicable from time to time.
- **Arbitration Governing Law and Jurisdiction:** This Offer of Appointment shall, in all respects, be governed by and construed in all respects in accordance with the laws of the Republic of India.

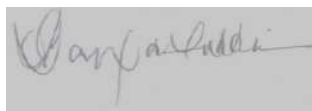
All dispute or difference arising between the parties as to the effect, validity or interpretation of this Offer of Appointment or as to their rights, duties or liabilities here under (Disputes) shall be resolved by mutual discussion.

In the event of failure to reach an amicable solution by the parties within thirty (30) days from the commencement of mutual discussions, such dispute shall be referred to and settled by Arbitration by three Arbitrators, one to be appointed by each party and the third to be appointed by the two Arbitrators. The Arbitration proceedings shall be in accordance with the Indian Arbitration and Conciliation Act, 1996. The decision of the Arbitrators shall be final and binding upon the parties. The venue of arbitration proceedings shall be Bangalore, India.

The parties hereby agree that this Offer of Appointment shall be governed by the laws of the Republic of India and agree to submit to the exclusive jurisdiction of the courts in Bangalore, India, for initiating any legal action for enforcing any terms and conditions of rights and obligations under this Offer of Appointment.

Kindly sign and return a copy of this letter as a token of your acceptance of the above terms & conditions of employment.

Best regards,



Nayazuddin Meer (Head - Talent Aquisition)

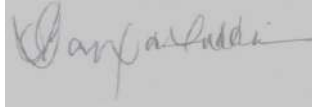
Date:08/01/2024

VOYA 341735

The parties hereby agree that this Offer of Appointment shall be governed by the laws of the Republic of India and agree to submit to the exclusive jurisdiction of the courts in Bangalore, India, for initiating any legal action for enforcing any terms and conditions of rights and obligations under this Offer of Appointment.

Kindly sign and return a copy of this letter as a token of your acceptance of the above terms & conditions of employment.

Best regards,



Nayazuddin Meer (Head - Talent Aquisition)

Date:08/01/2024

I have read and understood the rules & regulations of employment, HRM policies, Information Security policies, as mentioned in this letter and agree to adhere to and abide/comply by the same. I understand and confirm that the contents of the offer & terms of appointment are **STRICTLY PERSONAL** and **CONFIDENTIAL** between me and the Company. This information must not at any time, be disclosed, divulged or discussed, except with my Reporting Manager/HR Team. Any violation of this will be deemed unprofessional and viewed seriously.

Lavanya M O

Date:08/01/2024



Offer: Computer Consultancy
Ref: TCSL/DT20245217229/Pune
Date: 16/07/2024

Mr. Jaidev Singh
1653 1st Cross 1st Main Kumarswami Layout,
Hamza Salon,
Bengaluru-560078,
Karnataka.
Tel# -

Dear Jaidev Singh,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade Y. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** 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, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be 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, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. 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.

TCS Confidential
TCSL/DT20245217229

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 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



CIN: U74999KA2019PTC125832
Reference: KBC/2024/BNG/014

Date: 04-04-2024

To,
Principal,
Vivekananda Institute of Technology,
Bangalore – 560074

Dear Sir,

Sub: Selection Letter of Engineers from VKIT

We are pleased to have inform you that, the below mentioned students have been selected. The details of the students are as below:

1. Gopi A.K 1VK21ME400 Mechanical Engineering
2. Kavya B.R 1VK20CV005 Civil Engineering

Please be informed the above students that the next process shall be communicated shortly.

Next Process:

1. 4.5 Months of Free Training on respective Engineering Tools
2. Working on Live Projects to get maximum exposure
3. Stipends for them after 2 Months will be based on their performance
4. After 4.5 Months, both are eligible for a minimum package of 1.8 LPA

The Training Starting date are expected to be early May 2024.



Regards
Gnanashekar
Director
Keylynk Business Consulting Pvt Ltd
Bangalore





CIN: U74999KA2019PTC125832
Reference: KBC/2024/BNG/014

Date: 04-04-2024

To,
Principal,
Vivekananda Institute of Technology,
Bangalore – 560074

Dear Sir,

Sub: Selection Letter of Engineers from VKIT

We are pleased to have inform you that, the below mentioned students have been selected. The details of the students are as below:

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2. Working on Live Projects to get maximum exposure
3. Stipends for them after 2 Months will be based on their performance
4. After 4.5 Months, both are eligible for a minimum package of 1.8 LPA

The Training Starting date are expected to be early May 2024.



Regards
Gnanashekar
Director
Keylynk Business Consulting Pvt Ltd
Bangalore





MONDAY, SEPTEMBER 23, 2024

Dear Bhargavi,

It is with great pleasure that we extend to you this offer of employment with Sitero as **Associate Software Engineer - Trainee**. We are confident that Sitero represents an outstanding opportunity for you to apply your current skills and are equally confident that you will become a highly productive member of our team.

Your Cost to Company (CTC) will be **₹ 5,00,000** per annum. All of this will be fixed Component. A separate appointment letter with the salary breakup will be issued to you at the time of joining.

Your offer includes benefits as per company HR policies from time of joining which includes Medical, Accidental and Term Life insurance and Gratuity. Your contractual obligations are governed by the appointment letter along with the company HR policies. You are responsible for the duties and obligations described in the Exclusivity, Non-Disclosure Proprietary Rights and Non-Interference Agreement which you need to sign at the time of joining.

Your appointment will be effective from the date of joining, which shall be on **September 24, 2024**.

Sitero will not be liable for your contractual obligations which you may have with your current or earlier employers.

Your initial posting will be in **Bangalore, Karnataka (Hybrid)**. However, we have flexible hybrid model currently. Any change in policy will be notified in advance. However, your services are transferable to any other place or office of the company or to any subsidiary or associate company, whether now existing or still to be formed. Such transfer/ deputation will be in accordance with the existing company's rules for the time being in force.

You may be asked to work in any of the 3 shifts in Sitero based on the project needs. 3 Shifts Include Morning Shift from 5.30AM to 2.30PM; Evening Shift from 2.30PM to 11.30PM and Regular Shift from 9 AM to 6PM. All Shift will include 1 Hour Break.

At the time of joining, you are requested to bring copies of the following for our records.
Certificates and Marks Cards of your SSC / SSLC, PUC, Degree, and other Qualifications;
Passport; Relieving letter, PAN Number (if awaiting allotment of PAN, please submit a copy of
Form 49A) and Salary slip last drawn from your previous Employer.

The information provided by you is subject to verification. If at any point of time it is determined that the information found and/or collected during background verification is false or inaccurate, your employment at Sitero will stand terminated with immediate effect without any obligation from the company.

In case of resignation from services, you shall serve three months' notice. Further details on the company HR Policies will be described in HR Handbook provided during the Onboarding period.

Please confirm your acceptance of this above offer by signing in the space indicated below within 2 business days upon receipt of this letter; failing which this offer is deemed withdrawn. The start date of your employment shall be September 24, 2024 or earlier based on mutual convenience.

Sincerely,

Ashok Katti
COO & President APAC

Offer Letter Acceptance

I have read and accept this offer of employment:



Bhargavi K

09/23/2024

Date

Date:10-08-2024

Ref:FHHTIMDPL/FXBL/9035/MLB MFG Department_FXBL/MLB MFG Section_FXBL/2024

To,
Mr Likhith k
vinayaka nagara
Lingenahalli,
Tumakuru,Karnataka-572132

Dear Likhith k

Sub: Offer Letter for the Position of "Trainee"

With reference to your application and subsequent interview you had with us, we are pleased to offer an employment in our company as "Trainee" as per the terms agreed mutually and your annual CTC will be ₹297,600 as per Annexure. The detailed appointment order will be given to you at the time of your joining.

You will be based at our Bangalore office. You should be prepared to work anywhere in India. The company reserves the right to transfer you to any office, department or establishment forming a part of our company.

Please sign and return the duplicate copy of this letter as token of acceptance of terms of this letter and you are required to join us on or before **31-07-2024** failing which this offer will be treated as cancelled. We welcome you to our organization and look forward to a long and mutually beneficial association with us.

Foxconn Hon Hai Technology India Mega Development Private Limited



CHU SHUO-CHIH
Director
DIN:09534674

DECLARATION:

I accept the terms of this offer letter (Including Annexure) issued by Foxconn Hon Hai Technology India Mega Development Private Limited, I Will be reporting for duty on 31-07-2024.

Signature of **Likhith k**

Name : Likhith k
Designation : Trainee
Grade : TR2
Department : MLB MFG Department_FXBL
Location : Karnataka

Particulars	Monthly	Annual	Remark
Basic Salary	12,000	144,000	
House Rent Allowance	5,000	60,000	
Special Allowance	1,000	12,000	
Leave Travel Allowance	2,000	24,000	
City Compensatory Allowance	3,000	36,000	*See below of No.5
Gross Pay (A)	23,000	276,000	
Employer Provident Fund	1,800	21,600	*See below of No.1&2
Employer ESIC	0	0	*See below of No.1&2
Subtotal (B)	1,800	21,600	
Grand Total (C = A+B)	24,800	297,600	

NOTE:

1. EPF/ESIC deduction will be made at the rate as per prevailing EPF & ESIC Act.
2. Company contribution to EPF/ESIC will be the maximum limit as per prevailing Act. Rules.
3. Gratuity will be paid as per Gratuity Act.
4. You are eligible for Company Group Mediclaim Policy.
5. City Compensatory Allowance applicable to Bangalore work location.
6. Other Allowance will be paid as per company Policy.
7. ₹5 per day will be deducted for Canteen.
8. If any false statements and documents submitted, the offer will be revoked.
9. Employer shall be entitled to change or modify the salary Structure from time to time according to need.
10. Income Tax deduction will be made as per prevailing Karnataka Tax on Profession, Trades, Callings and Employment Act and Income Tax Act.

Foxconn Hon Hai Technology India Mega Development Private Limited**CHU SHUO-CHIH****Director****DIN:09534674**Signature of **Likhith k**

Date:03-10-2024

Ref:FHHTIMDPL/FXBL/3127/MLB Repair Department_FXBL/MLB Repair Production Services
Section_FXBL/2024

To,
Ms Sahana Baby R
THIPPADODDI
THIPPADODDI MULABAGAL,
Kolar,Karnataka-563132

Dear Sahana Baby R

Sub: Offer Letter for the Position of "Trainee"

With reference to your application and subsequent interview you had with us, we are pleased to offer an employment in our company as "Trainee" as per the terms agreed mutually and your annual CTC will be ₹297,600 as per Annexure. The detailed appointment order will be given to you at the time of your joining.

You will be based at our Bangalore office. You should be prepared to work anywhere in India. The company reserves the right to transfer you to any office, department or establishment forming a part of our company.

Please sign and return the duplicate copy of this letter as token of acceptance of terms of this letter and you are required to join us on or before **04-10-2024** failing which this offer will be treated as cancelled. We welcome you to our organization and look forward to a long and mutually beneficial association with us.

Foxconn Hon Hai Technology India Mega Development Private Limited


WEI-AN CHANG
Director
DIN:10572342

DECLARATION:

I accept the terms of this offer letter (Including Annexure) issued by Foxconn Hon Hai Technology India Mega Development Private Limited, I Will be reporting for duty on 04-10-2024.

Signature of **Sahana Baby R**

Name : Sahana Baby R
Designation : Trainee
Grade : TR2
Department : MLB Repair Department_FXBL
Location : Karnataka

Particulars	Monthly	Annual	Remark
Basic Salary	12,000	144,000	
House Rent Allowance	5,000	60,000	
Special Allowance	1,000	12,000	
Leave Travel Allowance	2,000	24,000	
City Compensatory Allowance	3,000	36,000	*See below of No.5
Gross Pay (A)	23,000	276,000	
Employer Provident Fund	1,800	21,600	*See below of No.1&2
Employer ESIC	0	0	*See below of No.1&2
Subtotal (B)	1,800	21,600	
Grand Total (C = A+B)	24,800	297,600	

NOTE:

1. EPF/ESIC deduction will be made at the rate as per prevailing EPF & ESIC Act.
2. Company contribution to EPF/ESIC will be the maximum limit as per prevailing Act. Rules.
3. Gratuity will be paid as per Gratuity Act.
4. You are eligible for Company Group Mediclaim Policy.
5. City Compensatory Allowance applicable to Bangalore work location.
6. Other Allowance will be paid as per company Policy.
7. ₹5 per day will be deducted for Canteen.
8. If any false statements and documents submitted, the offer will be revoked.
9. Employer shall be entitled to change or modify the salary Structure from time to time according to need.
10. Income Tax deduction will be made as per prevailing Karnataka Tax on Profession, Trades, Callings and Employment Act and Income Tax Act.

Foxconn Hon Hai Technology India Mega Development Private Limited

WEI-AN CHANG

Director

DIN:10572342

Signature of **Sahana Baby R**

28 May 2024

Ms. Inchara ,

Email : incharagowda2011@gmail.com

Mobile No :+91 9480001181

Subject: Internship+Job Offer Letter

Dear Ms. Inchara,

In reference to your application we would like to congratulate you on being selected for internship with **our organization** based at **Bangalore**. Your internship is scheduled to start effective **03rd June 2024** for a period of 6 months. After a successful internship, you should join our company for a full time job position. The details of the job offer are available in a separate appointment letter.

As such, your internship will include training and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned in class.

As we discussed during the interview process, during internship you will be provided a stipend of **INR 10,000** per month which you will be expected to provide 40 hours in a week.

The project details and technical platform will be shared with you on or before commencement of the internship.

You should report for internship at the following address:

**MaxEye Technologies Private Limited,
#12/C, 2nd Cross,
Central Revenue Layout,
Dr Shivaramkaranth Nagar, Bangalore – 560077
Contact Person: Jaishreepadma R**

Again, congratulations and we look forward to working with you.

Yours sincerely,

For MAXEYE Technologies Private Limited,

By: JAISHREEPADMA RAMESHKRISHNAN

DIRECTOR

Date:

MaxEye Technologies Private Limited

#12/C, 2nd Cross, Central Revenue Layout, Dr Shivaramkaranth Nagar, Bangalore – 560077

Corporate Identity Number: U64203KA2011PTC059947

www.maxeyetech.com

info@maxeyetech.com

Ph: +91 80 29501792

Date:11-11-2024

Ref:FHHTIMDPL/FXBL/6800/IT_FXBL/ /2024

To,
Mr SUMANTH S
Lingenahalli Venayaka Nagar
madhugiri,
Tumkur,Karnataka-572132

Dear SUMANTH S

Sub: Offer Letter for the Position of "Trainee"

With reference to your application and subsequent interview you had with us, we are pleased to offer an employment in our company as "Trainee" as per the terms agreed mutually and your annual CTC will be ₹297,600 as per Annexure. The detailed appointment order will be given to you at the time of your joining.

You will be based at our Bangalore office. You should be prepared to work anywhere in India. The company reserves the right to transfer you to any office, department or establishment forming a part of our company.

Please sign and return the duplicate copy of this letter as token of acceptance of terms of this letter and you are required to join us on or before **14-11-2024** failing which this offer will be treated as cancelled. We welcome you to our organization and look forward to a long and mutually beneficial association with us.

Foxconn Hon Hai Technology India Mega Development Private Limited


WEI-AN CHANG
Director
DIN:10572342

DECLARATION:

I accept the terms of this offer letter (Including Annexure) issued by Foxconn Hon Hai Technology India Mega Development Private Limited, I Will be reporting for duty on 14-11-2024.

Signature of **SUMANTH S**

Name : SUMANTH S
Designation : Trainee
Grade : TR2
Department : IT_FXBL
Location : Karnataka

Particulars	Monthly	Annual	Remark
Basic Salary	12,000	144,000	
House Rent Allowance	5,000	60,000	
Special Allowance	1,000	12,000	
Leave Travel Allowance	2,000	24,000	
City Compensatory Allowance	3,000	36,000	*See below of No.5
Gross Pay (A)	23,000	276,000	
Employer Provident Fund	1,800	21,600	*See below of No.1&2
Employer ESIC	0	0	*See below of No.1&2
Subtotal (B)	1,800	21,600	
Grand Total (C = A+B)	24,800	297,600	

NOTE:

1. EPF/ESIC deduction will be made at the rate as per prevailing EPF & ESIC Act.
2. Company contribution to EPF/ESIC will be the maximum limit as per prevailing Act. Rules.
3. Gratuity will be paid as per Gratuity Act.
4. You are eligible for Company Group Mediclaim Policy.
5. City Compensatory Allowance applicable to Bangalore work location.
6. Other Allowance will be paid as per company Policy.
7. ₹5 per day will be deducted for Canteen.
8. If any false statements and documents submitted, the offer will be revoked.
9. Employer shall be entitled to change or modify the salary Structure from time to time according to need.
10. Income Tax deduction will be made as per prevailing Karnataka Tax on Profession, Trades, Callings and Employment Act and Income Tax Act.

Foxconn Hon Hai Technology India Mega Development Private Limited


WEI-AN CHANG

Director

DIN:10572342

Signature of **SUMANTH S**



Offer: Computer Consultancy
Ref: TCSSL/DT20234390740/Bangalore
Date: 20/09/2024

Ms. Usha K M
Backward Classes Welfare Department -Bc wd 1572Visvesvaraya Layout,6th Block,
Ullal Lake,
Bengaluru-560110,
Karnataka.
Tel# 91-8431955039

Dear Usha K 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.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade Y. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** 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, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be 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, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. 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.

TCS Confidential
TCSSL/DT20234390740

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TATA CONSULTANCY SERVICES

VYDEHI RC 1 BLOCK, B2, EPIP, Whitefield, Bangalore-560066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 6114 Website: www.tcs.com
Registered Office Normal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3113 Email: careers@tcs.com



MONDAY, SEPTEMBER 23, 2024

Dear Bhargavi,

It is with great pleasure that we extend to you this offer of employment with Sitero as **Associate Software Engineer - Trainee**. We are confident that Sitero represents an outstanding opportunity for you to apply your current skills and are equally confident that you will become a highly productive member of our team.

Your Cost to Company (CTC) will be **₹ 5,00,000** per annum. All of this will be fixed Component. A separate appointment letter with the salary breakup will be issued to you at the time of joining.

Your offer includes benefits as per company HR policies from time of joining which includes Medical, Accidental and Term Life insurance and Gratuity. Your contractual obligations are governed by the appointment letter along with the company HR policies. You are responsible for the duties and obligations described in the Exclusivity, Non-Disclosure Proprietary Rights and Non-Interference Agreement which you need to sign at the time of joining.

Your appointment will be effective from the date of joining, which shall be on **September 24, 2024**.

Sitero will not be liable for your contractual obligations which you may have with your current or earlier employers.

Your initial posting will be in **Bangalore, Karnataka (Hybrid)**. However, we have flexible hybrid model currently. Any change in policy will be notified in advance. However, your services are transferable to any other place or office of the company or to any subsidiary or associate company, whether now existing or still to be formed. Such transfer/ deputation will be in accordance with the existing company's rules for the time being in force.

You may be asked to work in any of the 3 shifts in Sitero based on the project needs. 3 Shifts Include Morning Shift from 5.30AM to 2.30PM; Evening Shift from 2.30PM to 11.30PM and Regular Shift from 9 AM to 6PM. All Shift will include 1 Hour Break.

At the time of joining, you are requested to bring copies of the following for our records.
Certificates and Marks Cards of your SSC / SSLC, PUC, Degree, and other Qualifications;
Passport; Relieving letter, PAN Number (if awaiting allotment of PAN, please submit a copy of
Form 49A) and Salary slip last drawn from your previous Employer.

The information provided by you is subject to verification. If at any point of time it is determined that the information found and/or collected during background verification is false or inaccurate, your employment at Sitero will stand terminated with immediate effect without any obligation from the company.

In case of resignation from services, you shall serve three months' notice. Further details on the company HR Policies will be described in HR Handbook provided during the Onboarding period.

Please confirm your acceptance of this above offer by signing in the space indicated below within 2 business days upon receipt of this letter; failing which this offer is deemed withdrawn. The start date of your employment shall be September 24, 2024 or earlier based on mutual convenience.

Sincerely,

Ashok Katti
COO & President APAC

Offer Letter Acceptance

I have read and accept this offer of employment:



Bhargavi K

09/23/2024

Date

**NTT DATA Information Processing Services Private Limited**

Plot No. 178, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

08-November-2024

Akshatha Hv
Vivekananda Institute Of Technology
Dear **Akshatha**,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Digital Engineering Engineer** with NTT DATA Information Processing Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

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

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

During the training you will be given a stipend of **Rs. 20000/-** per month.

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

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

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

Your total compensation inclusive of all benefits will be **Rs. 8,00,000/-** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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

Confidential

CIN: U72900KA2011PTC060769 | www.nttdataservices.com

Regd. Office: NTT DATA Information Processing Services Private Limited
Plot 178, EPIP Phase II, Whitefield Industrial Area, Bangalore, Karnataka 560066, India

NTT DATA Information Processing Services Private Limited

Plot No. 178, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

Annexure A

At the time of joining, you are requested to bring the following documents in **Original** along with two copies of each. The original certificates are required for verification only and will be returned the same day.

1. Certificates & mark sheets supporting your educational qualifications:
 - a. Xth Certificate and mark sheet
 - b. XIIth Certificate and mark sheet
 - c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheets, course completion certificate (for each graduation / post graduation)
2. Three copies of your recent Passport size color photograph (white background)
3. Copy of NTT DATA Information Processing Services Private Limited offer letter and completed pre-employment form
4. You are required to carry your passport at the time of joining

For any further clarification you can mail to Campus.Connect@nttdata.com.

If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable to be removed from the service without any notice.

**Yours sincerely,
FOR NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED**

DocuSigned by:

Urmimala Sarkar

DD4D480B41314B9...

**URMIMALA SARKAR
DIRECTOR – TALENT ACQUISITION**

We request you to please read and sign the enclosed copy of this letter and return it by **10-November-2024** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signed by:

Akshatha Hv

Signature: _____

880CE518609E4CD...

Akshatha Hv

Date: **08-November-2024**

Confidential

NTT DATA Information Processing Services Private Limited

Plot No. 178, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

DECLARATION

H V Vaman Rao

I, **Akshatha Hv** S/o, D/O, W/O _____, having permanent address
at #311, 17th Main 4th T Block, Near B E S College, Jayanagar, Bangalore South 560041
do hereby acknowledge, represent
and confirm to NTT DATA Information Processing Services Private Limited, (hereinafter referred to as "the
Company", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean
and include its successors, affiliates, sister concerns and assigns) that my offer will be subject to:

1. My willingness to relocate to any of the any of the locations of the Company. I agree that the Company reserves the right to depute / transfer my services to any other location/ centres of the Company/ client location/ Group Company in consistence with the Company's business/ project requirement and interests. In case I fail to accept such deputation or transfer, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.

2. My willingness to work in any of the shifts (i.e. either day or night shifts). I agree that the Company reserves the right to depute me to work in any of the shifts in consistence with the Company's business/ project requirement and interests. In case I refuse to work in any of the shifts as required by the Company, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.

3. My willingness to work in any kind of technology/ project. I agree that the Company reserves the right to depute me to work on any kind of technology/ projects in consistence with the Company's business/ project requirement and interests. In case I refuse to work on any kind of technology/ projects as required by the Company, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.

I, do hereby verify and declare that the contents of this declaration are true and correct and given with my free will and consent, no part of it is false and nothing material has been concealed therein and I am solely responsible for its accuracy and know of no agreements, obligations or restrictions which prevent or prohibit me from complying with them.

Signed by:

880CE518609E4CD...
SIGNATURE:

NAME: **Akshatha Hv**

DATE: **08-November-2024**

Confidential