



Shree Shetty Sangappa Trust's

CET Code :E-216(UG)

SHETTY INSTITUTE OF TECHNOLOGY

(AnISO9001:2015CertifiedInstitution)

(AffiliatedtoVisvesvaryaTechnologicalUniversityBelgaumandapprovedbyAICTE,NewDelhi)

ShahabadRoad,Kalaburagi-585105,Karnataka-India

Office:08472-298922

Website:https://sitgulbarga.org/

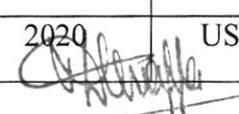
Criterion 5 - Student Support and Progression

Key Indicators (KIs): Student Support

5.2.1: Percentage of placement of outgoing students and student progressing to higher education during the last five years

INDEX

Year	Name of the Student who placed	Program Graduated from	Year of Graduation	Name of the Employer with Contact Detail	Pay Package at appointment (In INR Per annum)
2019-20	Pooja	CIVIL	2020	CMSLLP	4,62,000
2019-20	Imran Ahmed	CIVIL	2020	ISA	3,36,000
2019-20	Shivarajkumar	CIVIL	2020	ARATT	2,54,400
2019-20	Prashant	CIVIL	2020	Junior Engineer	3,40,000
2019-20	Vijaykumar	CIVIL	2020	Ceigall	4,20,240
2019-20	Pratiksha	CIVIL	2020	TATA	3,36,877
2019-20	Priyanka	CIVIL	2020	Genpact	1,20,071
2019-20	Rakesh	CIVIL	2020	T.G.Group	25,00,000
2019-20	Sumeet S Salgar	CIVIL	2020	VOLVO	2,00,000
2019-20	Sanket	CIVIL	2020	Government	2,00,000
2019-20	Abbas Patel	CIVIL	2020	IDIGISYS PVT LTD	2,48,100
2019-20	Shivakumar	EE	2020	YES BANK	2,00,000
2019-20	Gouramma	CSE	2020	Capgemini Technology Service India Limited	3,00,000
2019-20	Siddarth	CIVIL	2020	TECH MAHINDRA	3,00,000
2019-20	Anita Aade	CIVIL	2020	US Technology	3,00,000


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2019-20	Sourav	CSE	2020	Seventh Sense	3,00,000
2019-20	Sachin	CSE	2020	Seventh Sense	3,00,000
2019-20	Priyanka	CSE	2020	Seventh Sense	3,00,000
2019-20	Gangu	CSE	2020	Seventh Sense	3,00,000
2019-20	Apoorva	CSE	2020	Seventh Sense	3,00,000
2019-20	Sai kumar	CIVIL	2020	Shetty Infra Ventures	3,00,000
2019-20	Santosh	CIVIL	2020	Shetty Infra Ventures	3,00,000
2019-20	Suhani	CIVIL	2020	Shetty Infra Ventures	3,00,000
2019-20	Vani	CIVIL	2020	Shetty Infra Ventures	3,00,000
2019-20	Soumya V.S	CIVIL	2020	Mahalaxmi Builder and Developer	3,00,000
2019-20	Sonu Varma	CIVIL	2020	Mahalaxmi Builder and Developer	3,00,000
2019-20	Sudarshan	CIVIL	2020	Credai	3,0,000
2019-20	Vanita	CIVIL	2020	Credai	3,0,000
2019-20	Ahishek	CIVIL	2020	Amizione	2,2,000
2019-20	Vanita attimani	CIVIL	2020	Amizione	2,2,000
2019-20	Abhijit	CIVIL	2020	Mahalaxmi Builder and Developer	2,00,000
2019-20	Abdul jabbar	CSE	2020	Qspiders	2,00,000
2019-20	Bhavana	CSE	2020	Qspiders	2,00,000
2019-20	Shreya	CSE	2020	Qspiders	2,00,000


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Date: April 19, 2023

Ms. Pooja
H No 5-13, Kusnoor road,
Gulbarga, Tilak Nagar,
Gulbarga, Kalaburgi, Karnataka – 585 105

Employee Code: 103324**Appointment Letter**

Dear Ms. Pooja,

We, the **Caspian Management Services LLP** ('Employer'), are pleased to offer you provisional employment in the position of '**Beautiful Homes DA**' ('Employee') in our Organization beginning on Friday, 21 April, 2023 (job location: Gulbarga). This letter describes the terms and conditions of your employment on contract basis. Your employment is subject to satisfactory completion of background and reference checks, the absence of any bars or restrictions on your employment with the Organization and your acceptance of following terms and conditions:

1. By assuming the position of '**Beautiful Homes DA**' you shall render services to our Client - **Asian Paints Limited** (hereafter mentioned as '**Client**')
2. Your offered contract will be for One year from the date of joining/assuming duty at the location / premises designated by the Client and shall be in accordance with the instructions received by you from us or any other authorized person from Client and will be bound by our rules and regulations.
3. Based on your performance or continuance of Client project, your contract with us shall be extended or will be terminated, as the case may be and the same will be intimated to you from our office.
4. Termination
 - (a) Save and except expiration of this Offer letter either by completion or expiry of contract period as stated herein above or its extended term thereof,
 - (i) The Employee may at any time terminate this Offer Letter and his employment by giving not less than 30 days written notice to the Employer, and
 - (ii) The Employer may terminate this Offer letter and the Employee's employment at any time, with 30 days written notice or payment in lieu of notice, provided however the Employer will be entitled to terminate your employment at any time, without notice, for sufficient cause, including but not limited to misconduct and/or gross negligence.
 - (b) Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and Caspian Management Services shall promptly settle all your dues after making the applicable deductions.
 - (c) The Employee agrees to return any and all property belonging to the Employer and the Client at the time of termination.
 - (d) Unless your employment with Caspian Management Services LLP is extended pursuant to the Cl.3 hereinabove, your employment with Caspian Management Services LLP will be terminated upon expiry of this Offer Letter or its sooner determination thereof.
5. Any dispute between you and Caspian Management Services LLP shall be referred to a sole arbitrator appointed by the Caspian Management Services LLP at its absolute discretion and the decision of the Arbitrator will be conclusive and final and shall be binding on the Parties hereto. This Offer Letter shall be governed by the laws of India and competent courts at Cochin shall have the exclusive jurisdiction.
6. Details of your salary breakup will be as per the Annexure-1 annexed hereto and shall constitute the Employee's entire entitlement without exception.
7. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution.

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8. You will be entitled to consider for a bonus under the Company's bonus scheme on completion of twelve months (one year). The decision as to whether to pay a bonus and the amount of any bonus, are entirely at the Company's absolute discretion. The Employee will not be entitled to be considered for a bonus if he has left the employment of the company or is serving out any notice given by him or by the company to terminate his employment at the date when any bonuses are in fact paid.
9. **Non-Submission of Required Documents for Enrollment in the EPF/ESIC Scheme:**
- I hereby declare that I am completely aware of the potential risks associated with the non-submission of mandatory documents to my employer, M/s Caspian Management Services LLP, for completing the registrations under the EPF and ESIC schemes as per the employment policy.
 - I acknowledge the fact that, due to the non-submission of mandatory documents from my end, my employer won't be in a position to complete my joining formalities and the inclusion of my family members in ESIC schemes as prescribed by the law of the land.
 - I declare and confirm that I am solely responsible for my inactions, and my family or I won't be held responsible by my employer, M/s Caspian Management Services LLP, for any potential risks post-joining duty or after separation of services.
10. You shall accept the letter of appointment within 24 hours in writing, failing which then Appointment letter will be revoked without any written communication with immediate effect.
11. During your employment with Caspian Management, if we find any irregularity or insufficiency in the documents submitted by you, this Contract Offer Letter shall stand cancelled/revoked and your employment with us will be terminated with immediate effect.

Please acknowledge and return the copy of the Offer Contract Letter enclosed herewith, after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of Contract Offer Letter.

In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your acceptance of first month salary from Caspian Management Services LLP will be taken as conclusive proof of your acceptance your assignment at Caspian Management Services LLP in accordance with the of terms and conditions hereof.

The detailed letter of Appointment with terms and conditions will be issued post completion of probationary period of 21 days of your working at Client premises / locations assigned to you on the date of joining/ assuming duty.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For Caspian Management Services LLP

Accepted and Agreed

Authorized Signatory



Patil
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Name: _____

Mobile: _____

Salary Annexure

Employee Name: Pooja

Sr. No	Component	Amount
1	Basic	18000
2	HRA	17200
	Gross Salary	35200
3	PF @ 12%	1800
4	ESI @ 0.75%	0
	Approx. Net in Hand	33400
	CTC	
5	PF Cont. Employer @12%	1800
6	ESIC Employer @ 3.25%	0
	Monthly CTC	37000
	Annual CTC	462000

- * Professional Tax as per eligible slab will be deducted along with the monthly payout.
- * Leave Encashment & Bonus will be eligible as per company policy.
- * Travel Reimbursement Approval based on client Manager Clearance.

Pooja
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[Signature]
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Employment Offer -08-08-2022

To: Mr. Imran Ahmed
Nationality: Indian
Address: Dubai UAE
Mobile: +971 55 258 2301
Email:

This letter confirms the Terms of your Employment by us and your signature beneath the words "Accepted and Agreed" at the foot of this letter and the return of the duplicate so signed creates a valid and binding contract between us enforceable under in accordance with the laws of the **United Arab Emirates.**

1. **Project** N/A
2. **Job Title** Civil Engineer
3. **Job Location** Dubai, United Arab Emirates
4. **Employment Status** Limited
5. **Commencement Date** 1st September 2022
6. **Reporting to** Head of Operations / MD
7. **Basic Salary** AED 1,500.00
8. **Accommodation** AED 900.00
9. **Transportation** AED 600.00
10. **Other Allowances** AED 00.00
11. **Monthly Gross Salary** **AED 3,000.00** + Accommodation and Transportation provided by the company.
12. **Working Hours** Monday to Saturday (6) days week from 8am till 6pm, with Sunday off.
13. **Contract Duration** As per UAE labor Contract
14. **Offer Validity** This offer is valid for 5 days from the date mentioned on the top of this letter. We expect that you commence your employment at our firm on 1st, September 2022 (unless otherwise agreed to in writing by us). Your employment will be subject to DM approvals with the authority required standards on the Educational degree certificate and a 6 month probation period, during which either you or the company may terminate the employment relationship. However, should you terminate the employment relationship during the probation period, you will be requested to reimburse the firm for costs expended by the firm in connection with your employment, including visa and labor costs. Upon expiration of the probation period, either party may terminate the employment relationship by providing 2 month notice to the other party regarding the same.

OTHER TERMS

Sponsorship:

ISA Technical Services Est. will act as your sponsor in the UAE. As your employer, we will be responsible for residence documents required by government of UAE.

Probationary Period:

You will be on Probationary period of six (6) months from date of joining, after successful completion of this period your appointment will be considered as confirmed. This clause shall apply from date of Joining the company, & as long as you serve a total of six (6) months of probationary period according to UAE labor law.

Annual Leave:

After completion of twelve (12) month of continuous service you will be entitled 30 Calendar days.

Air Ticket:

After completing of the twenty four (24) month the company will provide the return air ticket.

Gratuity:

In case of resignation or termination after one (1) year of service gratuity will be paid accordingly to Article 132 & 137 of UAE Labor law.

Medical Health Insurance

Will be provided for Employee Self Only based on Health Authorities in UAE and ISATS Insurance Policy.

Family Sponsorship:

Employee wishes to bring his family can do on this own expenses company Will be providing salary Certificate required by the government authority.

Termination / Resignation:

In the event that you wish to resign from the company after completion of your probationary period then notice period of Two (02) month would be required. In the event of that the company terminates your contract after completion of the probation period, the company would give you one (1) month notice period, however accordingly to the UAE Labor law, the Company reserves its right to terminate your services during the probation period without serving any notice period.

Confidentiality:

You must not use, disclose or publish unless otherwise officially or legally required to do so, whether during or any time subsequent time of your employment any confidential matter regarding the company, trade secret of the business or the shareholders.

Non- Competition:

According to the UAE Labor law & company policies during your employment period you should not be involved with any similar or competitive business with in the company or client activities, or undertake any work, assignment, on part time, freelance or otherwise with any person, entity or organization whether locally or otherwise & whether as employee, officer, consultant, etc & whether for any payment or not.

This offer is subject to the following basic conditions:

- a. Obtaining satisfactory medical examination according to the UAE labor law
- b. Any other terms & conditions not to specifically stated herein, shall be construed as an integral part of this employment letter / contract, & shall be governed by the explicit provision of the UAE Federal Labor Law No. 8 of 1980 & its latest amendments. Any amendment that shall at any time be announced by the competent authorities shall be construed to have been advised to all employees & yourself, without the need of serving an official notice by the company to this extent.
- c. Upon acceptance of this appointment letter / contract, kindly provide us with following documents in order to establish for you the necessary personnel file
 - 1) Clear photocopy of your passport (Must valid for minimum period of 8 months)
 - 2) Passport size personal photograph with white background
 - 3) Photocopies of all previous employers' reference letters attested for authority required.
 - 4) Original / true copies of Educational certificates duly attested by local authorities and UAE DM approvals.

Kindly sign & return the attached duplicate copy of this offer as token of your acceptance that shall be construed as our authority to proceeds with necessary preparation of your visa formalities

While welcoming you on board with in ISATS family, we would like to wish you a prosperous future with ISA Technical Services Est.

Date: 8th Aug 2022

**On Behalf Of
ISA Technical Services Est.**

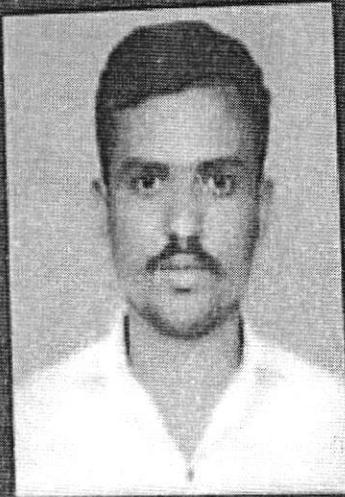
Date: 11/08/2022

Accepted and Agreed by *Imran Ahmed*



[Signature]
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ARATT



SHIVARJ KUMAR

SITE ENGINEER

BLOOD GROUP : O+

ARATT

EMERGENCY CONTACT

080-37017977

Corporate Office
House of Aratt
#39, Ulsoor Road,
Bangalore - 560042

A handwritten signature in black ink, appearing to read 'D. Shetty'.

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OFFER LETTER

Date: 02-12-2022

Dear Shivaramkumar,

Further to the various discussions you have had with us, it is my pleasure to extend the following offer of employment. You are appointed to the position of "Site Engineer" of ARATT Builders with an annual gross of Rs.2,54,400 (Rupees Two Lakhs Fifty Four Thousand Four Hundred Only) per annum. You will be on probation for the first 3 months and You are expected to join duty on or before 05th December 2022.

Please revert with your offer acceptance and confirmed date of joining. We look forward to an enduring and fruitful relationship with you.

General Conditions:

1. During the term of employment, you are not allowed to be employed by any other company or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business.
2. You will be on a probation period of three months from the date of your appointment. Confirmation in the service is subject to satisfactory performance during the probation period.
3. During probation period this contract of employment is terminable by either party by giving a notice of 30 days. You are not entitled to any leaves during probation period. Any leave taken during probation will attract loss of pay.
4. After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits what so ever as per policies of the organization. Regular performance reviews will be done to assess your suitability.
5. If any declarations given or furnished by you to the company prove to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.
6. Contract of employment is terminable by either party giving One-month' notice. ARATT Builders/Ayatana Hospitalities reserves the right to pay or recover salary for 1 month in lieu of notice period. However, if there is a case of misconduct, non-performance, excessive tardiness or absenteeism, violation of policy, office closing etc., the company may decide to terminate the employment with immediate effect.
7. As an employee you must abide by the terms noted in this offer letter along with other employment conditions.

I have read the offer letter and agree to all the terms mentioned.

I accept the offer,

Name


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On Behalf of Aratt Builders

Arattukulam Developers
HOUSE OF ARATT, 45/1, 3rd Cross, Ulsoor Road,
Next to PC Chandra Jewelry, Bangalore 560042 Ph: 7406275500/6600

29-Feb-2024

NAME	SHIVARAJKUMAR
EMPLOYEE CODE	CS1031
DESIGNATION	SITE ENGINEER
DEPARTMENT	ENGINEERING
ENTITY	ARATT CITYSCAPE

INCREMENT LETTER

Dear SHIVARAJKUMAR

We are pleased to inform you that your current total remuneration & benefits have been revised with effect from 01-Feb-2024.

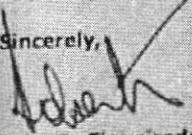
Your revised Monthly Total Remuneration is mentioned below, the next revision based on business conditions will only take place in the cycle of 2025.

SALARY COMPONENTS	MONTHLY AMOUNT INR	ANNUAL AMOUNT INR
Basic Salary	16,000	1,92,000
Dearness Allowance	1,114	13,368
House Rent Allowance	5,720	68,640
Travel Allowance	1,166	37,992
Special Allowance		
Gross Salary	26,000	3,12,000
Provident Fund (Employer's Contribution)		
Employee State Insurance (Employer's Contribution)		
COST TO COMPANY (CTC)	26,000	3,12,000

All other terms and conditions as per your Appointment Letter remain unchanged. Please remember that strict compliance with the Income Tax laws prevailing from time to time is the Company policy. In this regard, you are requested to exercise due diligence while making your reimbursement claims. We take this opportunity to express our sincere appreciation for your efforts in driving efficiency and yielding good results for the property. We congratulate you on completing yet another successful year and let's collectively continue to strive for better results year after year.

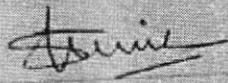
For, ARATT CITYSCAPE,

Sincerely,


Roberta Figueiredo
Country Leader – People & Culture

I certify that I have read and understood the changes in the terms and conditions of my employment as contained in the above letter. I also agree to abide by the revised terms and conditions and affix my signature as a token of acceptance.

Signature:



Date: 14/03/24

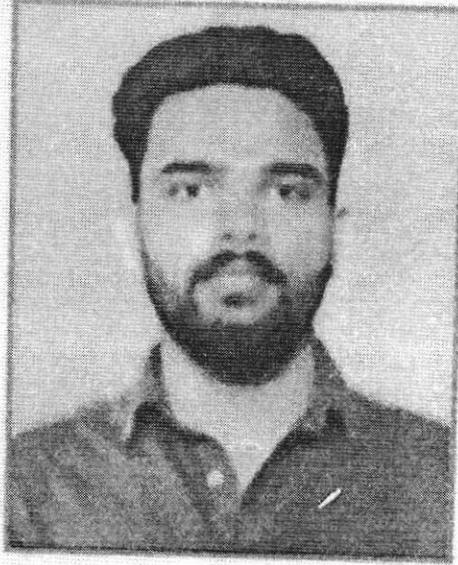
House of Aratt, No.45/1, SN Square, 3rd Cross Rd, Yellappa Chetty Layout, Yellappa
Bangalore, Karnataka 560042

www.aratt.in


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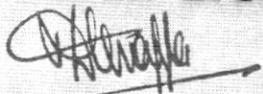


**KARNATAKA RURAL
INFRASTRUCTURE
DEVELOPMENT LTD.,**
Government of Karnataka u/t



Name : PRASHANT
Designation : Junior Engineer (Civil)
D. O. B. : 01-06-1998
EMP. ID No. : 1676
Office : KRIDL, O/o Asst. Executive Engineer,
Address : Indi Sub-Division, Rajamanjula,
Plot No. 71, Sri M.A. Bhagavan House,
Mahaveer Nagar, Indi-586 209
Telephone : 9036602737

Blood Group :



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Issuing Authority



LETTER OF APPOINTMENT

CIL/HR/2023-4388

Date: 24th JUNE 2023

MR. VIJAYKUMAR
S/O, D/O, W/O VASANT PAWAR
HIPPARGABAG THANDA,
BASAVAKALYAN, BIDAR,
KARNATAKA-585437
Phone No- 8904690137

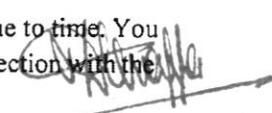
Dear Mr/Mrs. VIJAYKUMAR

Further to your interview you had with us, we are pleased to inform you that you are hereby appointed as **SITE ENGINEER (BILLING & PLANNING)** at our **JALBEHRA SHAHBAD GREENFIELD HIGHWAY** as per below terms and conditions discussed and agreed upon: -

1. This This appointment is effective from **25 May 2023** the date of your joining our organization. Your salary will be **₹420240.00** CTC Per Annum.
2. You will be on probation for a period of six months, but the management reserves the right to extend this period, if necessary. However, unless you are confirmed in writing, you shall deemed to be on probation.
3. You will be governed by the company's rules and regulations in force from time to time.
4. Your increments or promotion shall be based on individual performance and financial results of company and shall not to be considered merely as a matter or right.
5. * You will be entitled for the Leaves as per latest company policy.
6. During the period of service with the company, you shall not indulge and/or take part in any activity of promotion of council and/or association or become a member being part of management staff which is found to be detrimental in the interest of the company in any way. Such an action shall be deemed as infringement to service conditions of the company and amount to causing damage to its interest and shall call for disciplinary action being taken against you, as it may deem fit and appropriate.
7. During the tenure of your services, you will wholly devote yourself to the work assigned to you and will not undertake any other employment either on full or part time basis without prior permission of the Company in writing. Any contravention of this condition will entail termination of your services from the Company.
8. You will be under supervision of such officers as may be decided by company from time to time. You will diligently and faithfully carry out instruction given to you by your superior in connection with the work assigned to you to the best of your knowledge, skill and ability.

Corporate Office : 2nd FLOOR JMK TOWER KAPASHERA, SOUTH WEST DELHI - 110031
Contact : 011-44790099

Head Office : A-898, Tagore Nagar, Ludhiana-141001
Tele/Fax : +91-161-46223666


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9. Your Services are liable to be transferred to any other business unit/department or subsidiary or associate company of company's establishment in India or abroad. In such case, you will abide by responsibilities expressly vested or implied or communicated and shall follow rules and regulations of the department/office, establishment, jointly or separately, without any additional compensation or extra remuneration or provision of accommodation. You, thereupon, may be governed by rules and regulations of the said concern as may be applicable.
10. The Clause (13) will not give you any right to claim employment in any associate or/sister concern or ask for a common seniority with the employee of sister/associate concern.
11. In the event you are absent from duty without information or permission of leave or you overstay your sanctioned leave, the Management will treat you as having voluntarily abandoned the services of the Company.
12. In the event of resignation/termination from the services of the company during probation period, either party will give 30 days' notice period. Whereas on completion of probation period and on confirmation in writing, it will be of 3 months/ 90 days.
13. Your services are liable to be terminated at any time: -
 - 1) During probation or after confirmation, in case you are found to be medically unfit by the Company's Authorized medical practitioner, on examination.
 - 2) As and when the Company comes to know of any conviction by the Court of Law during the tenure of your service with us or conviction and/or any bad record in the past under the previous employer, or because of your giving false information or given any false details in the application form or otherwise as regard age, education qualification, experience, salary etc.
 - 3) If you are found to be not possessing desired qualification which do not confirm to institutional authority and/govt. regulation as may be required from time to time and necessary for continuation of business or its exigencies.
14. You will keep the Company informed of any change in your residential address that may happen during the course of employment of your service with the company.
15. All documents, plans, drawings, prints, trade secrets, technical information, reports, statements, correspondence etc. Written or unwritten and also information and instructions that pass through you or come to your knowledge shall be treated as confidential. You shall not utilize them for your own use or disclose to other persons during or after your employment.

During the course of employment with the company, you will acquire, gain, generate, gather and develop knowledge of and be given access to business information about business activities, know -- how, methods or refinements and business plans and business secrets and other information concerning the business of the Company, hereinafter called the "SECRETS". You will be liable for prosecution for damages for divulgence, sharing or parting any of such information during course of employment and on cessation for at least 2 years period after leaving the company (Voluntary or Involuntary).

You will not give out to any one, by word of mouth or otherwise, particulars of our business or administrative or organizational matters of a confidential nature which may be your privilege to know by virtue of your being our employee.

16. You shall carry out the job of **SITE ENGINEER (BILLING & PLANNING) - BILLING & PLANNING** and such other jobs connected with or incidental to which is necessary for business of the Company. You shall do any other work assigned to you, which you are capable of doing or work at any other post which has been temporarily assigned to you.

17. You shall faithfully and to the best of your ability perform your duties that may be entrusted to you from time to time by the management. You will be bound by rules, regulations and orders promulgated by the management in relation to conduct, discipline and policy matters.
18. You will not seek membership of any local or public bodies without obtaining specific permission of the management. In the event of your becoming member without following due process as mentioned, it shall amount to contravention of provision of employment condition and the management reserves the right to take appropriate action including dismissing your services, as it may deem fit.
19. You shall retire from the services of the Company on attaining 60 years of age.
20. While you are in employment of the company, you may be given or handed over company's property and/or equipment for official use and you shall take care of them including their upkeep. On cessation of employment with the Company, you shall return all documents, books, papers relating to the affairs of the Company, purchased with the Company's money, which may have come to you, and also any property of the Company in your possession.
21. Any balance of advance or loan taken by you from Company, shall be fully recovered from your salary and any other legal dues including Gratuity, at the time of your leaving the services of the Company.
22. While working as an employee if you enter into any business transaction with any party on behalf of the Company within your permissible limits, it shall be your responsibility to ensure recovery of outstanding. If any outstanding remains at the time of leaving the services of the Company, it shall be your responsibility to recover for remittance to the Company before you proceed to settle your legal dues in full and final settlement of your account.
23. The Company is obliged to deduct Income Tax at source as per provision of Income Tax Act/Rules. Accordingly, you are required to submit all required proof of permitted savings/investments and other details from time to time to enable to company to comply with the provisions of law. In the event of non-compliance by you as aforesaid if the company is required to pay any interest or payment under Income Tax Act, it shall deduct the amount as may be paid or payable from your salary or other payments and you shall allow the company to comply with these requirements without objection.
24. All disputes arising out of this letter will be subject to the jurisdiction of the Ludhiana Court and that the courts, tribunals and/or authorities at Ludhiana only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of your working office being elsewhere at that times.

You are requested to return the enclosed copy duly signed as a token of your acceptance of the terms and condition of your employment.

We welcome you to our organization and look forward to a long and mutually beneficial association.

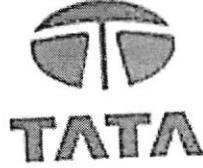
Yours faithfully,

**For Ceigall India Ltd
HEAD (HUMAN RESOURCE)**

**PRINCIPAL
Shetty Institute of Technology
KALABURAGI**

I have read and understood the above terms and conditions of employment and I agree to abide by the same.

**PRINCIPAL
Shetty Institute of Technology
KALABURAGI** Employee Signature & Date



Offer: Computer Consultancy
Ref: TCSL/DT20229838690/Mumbai
Date: 25/02/2022

Ms. Pratiksha Gurulingappa Patil
9-868Shahabazar,
Shahabazar,
Gulbarga-585101,
Karnataka.
Tel# -

Dear Pratiksha Gurulingappa Patil,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹3,36,877/- 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 Xperience (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.

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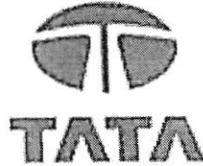
Yentra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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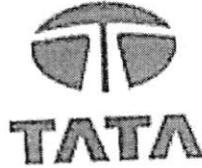
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PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

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

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

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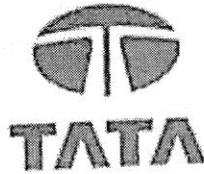
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Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
Tel: 91 22 6778 2000/2272 Fax: 91 22 6778 2198 Website: www.tcs.com
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months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior

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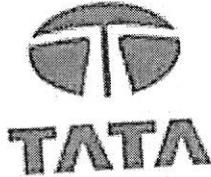
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RETIRALS

Provident Fund

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

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/ revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve

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serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCSL as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCSL.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

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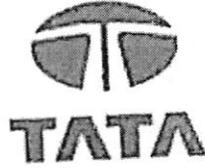
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written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to

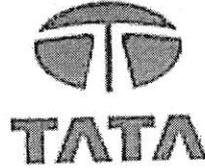
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- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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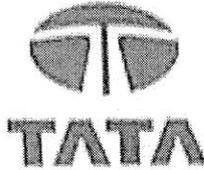
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18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original Documents** for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

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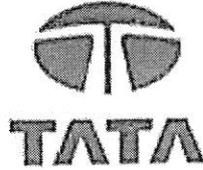
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Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

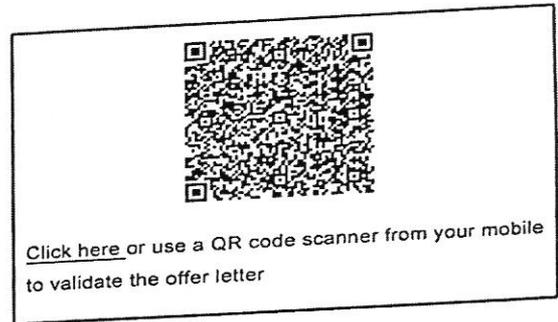
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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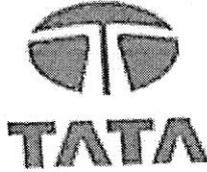
Tata Consultancy Services Limited
Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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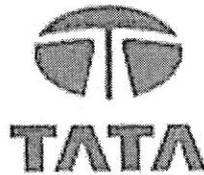
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Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House, G.S. Road, Dispur, Guwahati - 781006, Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India</p>	

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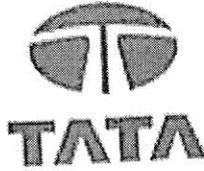
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GROSS SALARY SHEET

Annexure 1

Name	Pratiksha Gurulingappa Patil
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
	200	2,400
3) City Allowance		
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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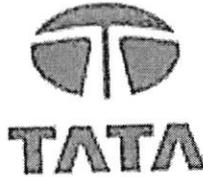
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MUMBAI



2. **Associate's Obligations**

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. **Intellectual Property Rights**

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names, copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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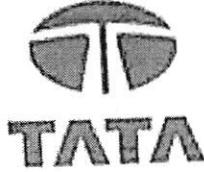
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Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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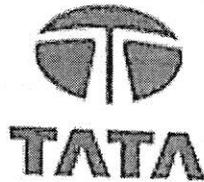
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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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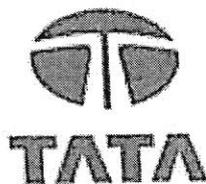
Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
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4. **Prior knowledge**

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. **Use of third party material**

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. **Security policies and Guidelines.**

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Working in SBWS Framework:**

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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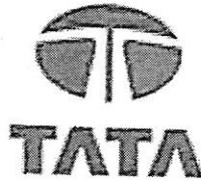
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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

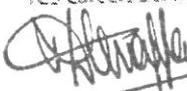
(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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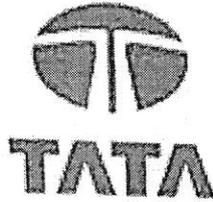
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10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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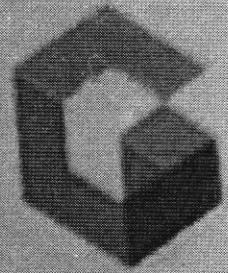
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T. G. Group

Urmi Estate, G.K.Kadam Marg, Lower Parel, Mumbai-400 013.

20/01/2024

To,
Mr. Rakesh Nilkant Dubalgundi,
305, Shree Ram Samarth,
Prem Nagar,
Goregoan (W), Mumbai 400104

Dear Rakesh,

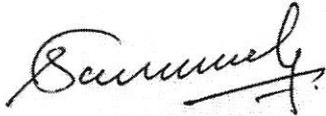
With reference to your interview held, we are pleased to offer you the position of Billing/Site Engineer. This position is offered subject to satisfactory reference, pre-employment checks and completion of the 3 month probationary period during which your performance will be reviewed.

We'd like you to start work from 23rd January 2024 for which you are being offered a monthly package of Rs 40,000/-.

Should you choose to accept this offer, please acknowledge this letter and reply in acceptance of the same. You will then be required to submit personal data relevant documents as required at you earliest convenience.

We look forward to working with you and hope you will feel a part of the team soon.

Thanking you,
Yours faithfully,



(Authorized Signature)



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19-20
(CV)

G Group: Offer Letter - Billing/Site Engineer

messages

ikhil Shah <nsshah3105@gmail.com>
: Mr Rakesh Dubalgundi <dubalgundirakesh@gmail.com>
: tarun . <tarun@tggroup.co.in>

Sat, 20 Jan, 2024 at 3:

Dear Mr. Rakesh,

Greetings of the day!

This is with reference to our discussions on the appended subject.

As per our discussion, we are pleased to extend you an offer for employment with our organisation as a Billing / Site Engineer. We are enclosing herewith the letter for your kind perusal for the other details in this regard.

Should you choose to accept the offer, kindly acknowledge the offer letter and reply in acceptance of the same. We look forward to working with you soon.

Regards,
Nikhil Shah
M: +91 8879 76 1395

r Rakesh Dubalgundi <dubalgundirakesh@gmail.com>
: Nikhil Shah <nsshah3105@gmail.com>
: tarun . <tarun@tggroup.co.in>

Mon, 22 Jan, 2024 at 6:

Dear sir,
This is to confirm you that I accept the offer as per the trailing mail.

Thanks & Regards
Dubalgundi Rakesh Nilkant.
[Quoted text hidden]

30 July, 2020

To,
Abbas Patel,
H/No E-7/2025 Haj committee Naya Mohella Darga Road Kalaburagi
Email Id- abbaspatel9632@gmail.com
M-9632773956

SUB:OFFER LETTER

Dear Abbas Patel,

We are pleased to offer you a position of CIVIL ENGINEER at IDIGISYS PVT. LTD.. We feel that your skills and background will be valuable assets to our organization.

1. This offer is valid till 01 August, 2020 therefore, you are required to join your duties on or before this date at the address mentioned below:

(Kalburgi)Karnataka))

Contact Person Name - Sahil Kapoor, Mobile - 7503795184 (Email- sahil.kapoor@idigisys.com)

During the course of the above assignment, you shall be liable to be posted / transferred anywhere to serve any of the Companys Projects or any other establishment in India or outside, at the sole discretion of the Management.

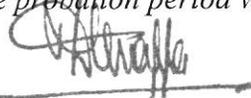
2. Also, please arrange to submit the following documents to the Human Resource department of the company before joining duties and upload the same on the portal (link given below). The user id and password of the portal in mentioned on the mail body.

- i). Passport size soft photograph
- ii). Proof of Date of Birth.
- iii). Educational Certificates Together with Mark Sheets.
- iv). Experience Certificates.
- v). Clearance Certificate from Last Employer.
- vi). Last Salary Certificate.
- vii). Aadhar Card.
- viii). Pan Card.
- ix). Bank Passbook/Cancelled Cheque.

<https://idigisys.com/ihrms> (Link for submission of documents)

3. Your probation period will be of 6 months from your date of joining.

Your performance will be periodically evaluated and you will be considered for absorption on the rolls subject to your performance and the availability of a suitable vacancy. In case your performance is not up to the expected level, the probation period will be extended for a further period of 6 months.



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ನಪಕರ ಗುರುತಿನ ಚೀಟಿ



ಜನನ ದಿನಾಂಕ: 1997

ಜನನ ಸ್ಥಳ: ಕೆ.ಆರ್. ಪಟ್ಟಣ ಬೆಂಗಳೂರು

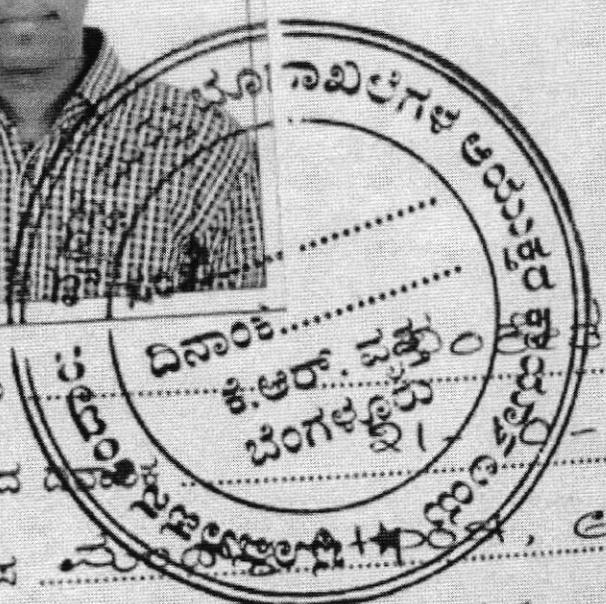
ವಿಳಾಸ: ಮೈಸೂರು ರಸ್ತೆ, ಅಶೋಕನಗರ, ಕೆ.ಆರ್. ಪಟ್ಟಣ

ರೇಷನ್ ಕಾರ್ಡ್ - 585217

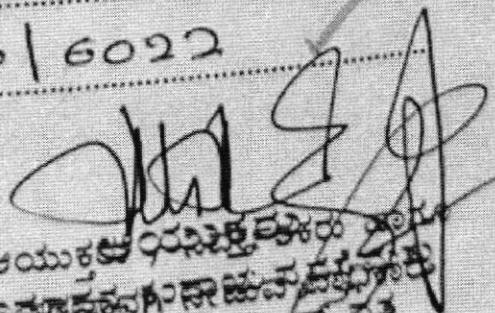
ಕಾರ್ಯಕ್ಷೇತ್ರ: ರಾಯಚೂರು

ಪರವಾನಗಿ ಸಂಖ್ಯೆ: 6/6022

ಅಭ್ಯರ್ಥಿಯ ಸಹಿ



ಶೆಟ್ಟಿ ಇನ್ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಟೆಕ್ನಾಲಜಿ
ಕೆ.ಆರ್. ಪಟ್ಟಣ ಬೆಂಗಳೂರು



ಅಧ್ಯಕ್ಷರು
ಶೆಟ್ಟಿ ಇನ್ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಟೆಕ್ನಾಲಜಿ
ಕೆ.ಆರ್. ಪಟ್ಟಣ ಬೆಂಗಳೂರು


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4. We would convey detailed Appointment Letter on your joining.

5. Your total compensation package details are as follows:

BASIC	INR 14042
HRA	INR 2391
BONUS	INR 1170
GROSS (A)	INR 17603
ESIC (-)	INR 132
PF EMPLOYEE (-)	INR 1685
Total (B)	INR 1817
NET SALARY (A-B)	INR 15786
PF EMPLOYER (+)	INR 1825
ESIC EMPLOYER (+)	INR 572
GRATUITY	INR 675
MONTHLY CTC	INR 20675
ANNUAL CTC	INR 248100

6. You are requested to give your acceptance and send the signed copy of it.

We look forward to welcoming you as a new employee at Idigisys Pvt Ltd.



Ms. Monika Aggarwal
(Director)

Accepted by:

Date & Place:

Generated By: Idigisys, Generated Date/Time: 30-Jul-20 04:23 PM

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YES BANK LIMITED
PAYSLIP FOR JUNE 2024

EMP NO : 6752933
NAME : SHIVKUMAR SONN
PF NO : MH/BAN/47249/000/164350
GENDER : MALE
A/C NO : 107990600000282
PAY MODE : BANK TRANSFER
LOCATION : GULBARGA KARNATAKA
DESIGNATION : DEPUTY MANAGER
B.U. : RETAIL BANKING

EMP DOJ : 20/03/2023
EMP PAN : FTEPS0477K
UAN : 101418363066
DAYS PAID : 30.00
LWP DAYS : 0.00
REFUND DAYS : 0.00

PARTICULARS	RATE	EARNINGS	PARTICULARS	DEDUCTIONS
BASIC	14575.00	17225.00	STATUTORY P F	1800.00
H R A	7288.00	8614.00	PROF. TAX	200.00
SUPPLEMENTARY ALLOWANCE	21405.00	25915.00		
CONVEYANCE ALLOWANCE	1600.00	1600.00		
INCENTIVES		41316.00		
GROSS EARNINGS		94670.00	TOTAL DEDUCTIONS	2000.00
NET PAY				92670.00

(RUPEES NINETY TWO THOUSAND SIX HUNDRED SEVENTY ONLY)

SALARY HEAD	ARREAR	LWP	LWP REFUND
BASIC	2650.00	0.00	
H R A	1326.00	0.00	
SUPPLEMENTARY ALLOWANCE	4510.00	0.00	
TOTAL	8486.00	0.00	

This is a computer generated statement and does not require signature

To regularize attendance kindly login to "YES for YOU Darwinbox > Attendance".
For further queries regarding attendance on YES for YOU, email 'Hcmhelpdesk@yesbank.in'

Income Tax is calculated basis the Investment Declaration submitted by the employee on ESS portal and Tax Regime opted for current F.Y.

For any salary related queries please write to payroll.helpdesk@YESBANK.in

IMPORTANT NOTE:-

(Matter of your compensation is confidential information of the Bank and should be treated with absolute confidentiality, except when such disclosure is required for any tax, legal or regulatory purposes. Any breach of this confidentiality obligation will be considered as breach of Bank's Code of Conduct and terms of employment)


PRINCIPAL
Shetty Institute of Technology
KALABURAGI

EMPLOYMENT OFFER LETTER

903503/1335163,

reddy Suggor 13, near basavanna temple, Kalbenur, Bolewad, Gulbarga, Karnataka, Pin Code: 585312.
aka

Confidential

discussions, we are pleased to offer you employment opportunity, on probation basis, with **Cappgemini Technology Services India** from **05/17/2022** (or such other date as may be communicated to you by the Company), as per details given below.

Designation will be **Analyst/A4**.

Required to work at the Company's offices in **Bangalore**.

Report by 8.30 am at **Bangalore** office, for joining formalities and contact security at the main gate for your entry pass at:

Phase II,
Whitefield, Bengaluru 560066

Your name mentioned in the offer letter will be used to create your employee records in Cappgemini & the same will be continued for identification purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post jobs provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Ex: Passport, etc.

Annual target compensation (on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh And Two Only)** which will include salary, benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. Your compensation shall be paid on a monthly basis net of all deduct tax at source and any other applicable taxes at the time of making payment.

Your all-inclusive annual target compensation is as follows:


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Ref: 993299/2303818/Permt

Date: 15th April, 2024

Siddarth Nasi
42, 3rd Cross Rd, Bhuvanewari Nagar,
C V Raman Nagar, Bengaluru, Karnataka - 560093.
Phone No: 6360237087

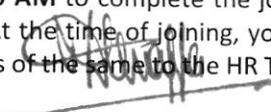
Subject - Offer of Appointment

Dear **Siddarth Nasi**,

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

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Sr. Associate Customer Support** on **U2** band, operating out of our **Bangalore** office.
2. (a) You will be on probation for a period of 3 months from the date of joining the Company during which you will be on training covering the complete process and projects or services, mandated by the customer of the Company. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.

(b) Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the training mandated by the customer of the Company.
3. Your "Annual Total Cash Compensation" will be **Rs. 550000 (Rupees Five Lakhs Fifty Thousand Only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
4. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
5. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
6. You are required to join on **16th April, 2024** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
7. On the date of joining, you are requested to report to **Shubham Thakur at 10:00 AM** to complete the joining formalities at **Tech Mahindra Limited, Electronic City, Phase-2, Bangalore - 560100**. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.


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8. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency. In case of any discrepancy in your background verification, the Company shall, in its absolute discretion, withdraw this Offer or terminate your employment with immediate effect, without any notice pay, by giving you a written notice thereof.
9. This Offer is issued to you based on the information provided by you in your application form along with the supporting documents to be submitted within the timelines as stipulated in as per Annexure – D. In case the Company notice any discrepancy and/or incorrect information in your application form or you fail to submit your supporting documents for background verification within one week of receiving the offer or before joining whichever is earlier, the Company shall, in its absolute discretion, withdraw this Offer or terminate your employment with immediate effect, without any notice pay, by giving you a written notice thereof
10. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to Aayushree latest by 16th April, 2024.
11. For any clarification / further Information on-
 - Employment terms and conditions, please get in touch with **Offers Team** (E-Mail: **Tr00837566@TechMahindra.com**)

For Tech Mahindra Limited



Mukul Sah

Group Head – HR & RMG

Encl: Annexure-A (Salary Structure), **Annexure-B** (Important / Indicative Terms & Conditions of Employment), **Annexure-C** (Medical Self declaration), **Annexure-D** (Check List of Documents), **Annexure-E** (Confidentiality Agreement), **Annexure F** – Intellectual property Assignment, **Annexure-G** – General Covenant, **Annexure H** -(Code of Conduct and Ethics).

Accepted

Date:

Signature of Candidate:



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**U -
S T**UST/ 16180677/ RH165402
03/05/2024Anita Aade
Bangalore

Sub Letter of Offer

Dear Anita Aade,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as Tester I - Semiconductor Product Validation *, T1

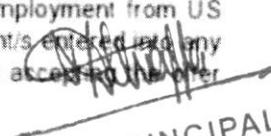
Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs 300,000.00/- (Rupees Three Lakh) per annum. Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting this offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.


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SHETTY INFRA VENTURES
SY.NO 15, 1, VIBHUTI COLONY,
TILAK NAGAR, RAJAPUR, (OPPOSITE LD RESIDENCY)
GULBARGA - 585105 KALABURAGI,
KARNATAKA

Date: 20/11/2020

Miss.Vani

Shetty Institute of technology

Kalaburagi

Subject: Offer of Employment

We are pleased to offer you the position of 'Site Engineer' at Shetty Infra Ventures, Kalaburagi. We believe that your skills, experience, and qualifications will be an excellent addition to our team.

Start Date: 23/11/2020

Location: Kalaburagi, Karnataka

Compensation and Benefits:

- **Base Salary:** ₹3,00,000 per annum, paid on a monthly basis.
- **Probation Period:** 1 year

Working Hours:

Your working hours will be from 10:00 Am to 05:00 Pm from Monday to Saturday

Terms and Conditions:

- You will be required to adhere to all company policies and procedures.
- Your employment is contingent upon the completion of a satisfactory background check.
- This offer is subject to your acceptance of the terms and conditions mentioned herein and signing a formal employment contract.

Please confirm your acceptance of this offer by signing and returning a copy of this letter by.

We look forward to welcoming you to the Shetty Infra Ventures team.

Yours sincerely,

Authority
Shetty Infra Ventures


PRINCIPAL
Shetty Institute of Technology
KALABURAGI



SHETTY INFRAVENTURES
SY.NO 15, 1, VIBHUTI COLONY,
TILAK NAGAR, RAJAPUR, (OPPOSITE LD RESIDENCY)
GULBARGA - 585105 KALABURAGI,
KARNATAKA

Date: 20/11/2020

Miss. Suhasini

Shetty Institute of technology

Kalaburagi

Subject: Offer of Employment

We are pleased to offer you the position of 'Site Engineer' at Shetty Infra Ventures, Kalaburagi. We believe that your skills, experience, and qualifications will be an excellent addition to our team.

Start Date: 23/11/2020

Location: Kalaburagi, Karnataka

Compensation and Benefits:

- **Base Salary:** ₹3,00,000 per annum, paid on a monthly basis.
- **Probation Period:** 1 year

Working Hours:

Your working hours will be from 10:00 Am to 05:00 Pm from Monday to Saturday

Terms and Conditions:

- You will be required to adhere to all company policies and procedures.
- Your employment is contingent upon the completion of a satisfactory background check.
- This offer is subject to your acceptance of the terms and conditions mentioned herein and signing a formal employment contract.

Please confirm your acceptance of this offer by signing and returning a copy of this letter by.

We look forward to welcoming you to the Shetty Infra Ventures team.

Yours sincerely,

Authority
Shetty Infra Ventures



PRINCIPAL
Shetty Institute of Technology
KALABURAGI



SHETTY INFRAVENTURES
SY.NO 15, 1, VIBHUTI COLONY,
TILAK NAGAR, RAJAPUR, (OPPOSITE LD RESIDENCY)
GULBARGA - 585105 KALABURAGI,
KARNATAKA

Date: 20/11/2020

Mr. Santosh kattimani

Shetty Institute of technology

Kalaburagi

Subject: Offer of Employment

We are pleased to offer you the position of 'Field Engineer' at Shetty Infra Ventures, Kalaburagi. We believe that your skills, experience, and qualifications will be an excellent addition to our team.

Start Date: 23/11/2020

Location: Kalaburagi, Karnataka

Compensation and Benefits:

- **Base Salary:** ₹3,00,000 per annum, paid on a monthly basis.
- **Probation Period:** 1 year

Working Hours:

Your working hours will be from 10:00 Am to 05:00 Pm from Monday to Saturday

Terms and Conditions:

- You will be required to adhere to all company policies and procedures.
- Your employment is contingent upon the completion of a satisfactory background check.
- This offer is subject to your acceptance of the terms and conditions mentioned herein and signing a formal employment contract.

Please confirm your acceptance of this offer by signing and returning a copy of this letter by.

We look forward to welcoming you to the Shetty Infra Ventures team.

Yours sincerely,

Authority
Shetty Infra Ventures


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KALABURAGI



SHETTY INFRAVENTURES
SY.NO 15, 1, VIBHUTI COLONY,
TILAK NAGAR, RAJAPUR, (OPPOSITE LD RESIDENCY)
GULBARGA - 585105 KALABURAGI,
KARNATAKA

Date: 20/11/2020

Mr. Sai Kumar Patil

Shetty Institute of technology

Kalaburagi

Subject: Offer of Employment

We are pleased to offer you the position of 'Field Engineer' at Shetty Infra Ventures, Kalaburagi. We believe that your skills, experience, and qualifications will be an excellent addition to our team.

Start Date: 23/11/2020

Location: Kalaburagi, Karnataka

Compensation and Benefits:

- **Base Salary:** ₹3,00,000 per annum, paid on a monthly basis.
- **Probation Period:** 1 year

Working Hours:

Your working hours will be from 10:00 Am to 05:00 Pm from Monday to Saturday

Terms and Conditions:

- You will be required to adhere to all company policies and procedures.
- Your employment is contingent upon the completion of a satisfactory background check.
- This offer is subject to your acceptance of the terms and conditions mentioned herein and signing a formal employment contract.

Please confirm your acceptance of this offer by signing and returning a copy of this letter by.

We look forward to welcoming you to the Shetty Infra Ventures team.

Yours sincerely,

[Authority]
Shetty Infra Ventures


PRINCIPAL
Shetty Institute of Technology
KALABURAGI



Offer Letter from Seventh Sense

Dear **Sourav**,

Seventh Sense People Development Solutions Pvt Ltd is excited to take you on board as **"HR Learning and Development"**

This offer letter provides a few important details such as compensation, joining date, etc. of your employment. Detailed terms and conditions will be provided to you on the date of joining.

Your date of joining would be **24.08.2020** You will have to join at our Bengaluru Office situated at #4, 1st and 2nd Floor, 23rd 'A' Main, J P Nagar 2nd Phase, Bengaluru – 560078. Ph: 080 4174 4141.

You will be starting with a one-month probation period with us. After completion of one month, your probation period will be waved off and you will be considered a full-time employee.

During the Probation period, you will receive a salary of **Rs.10,000/month + Expenses**. After the completion of your probation period when you are converted into a full-time employee, you will receive **Rs.3,00,000 CTC (Fixed)** and **Rs.1,50,000 (Variable on achieving targets)** annually with a 06 Months of Service Agreement. However variable pay will only be applicable after completing 1 year of service. Reimbursements of expenses made on behalf of the company.

You will have to serve 02 month's notice period upon acceptance of your resignation after the completion of your service agreement.

Please send the signed (with date) copy of this offer letter and a scanned copy of the documents mentioned in the annexure before **20.08.2020** and send it to jobs@seventhsensetalent.com

Also, you have to bring hard copies of these documents together (for verification) with Original 10th standard marks cards (for submission) at the time of joining.

If your acceptance letter is not received before **20.08.2020** we presume that you are not interested in this offer and the offer of employment will automatically be canceled.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Sourav", written over a horizontal line.

Director
Seventh Sense Talent Solution

I accept the offer

Sourav

(HR Learning and Development)

A circular stamp with a handwritten signature at the top. Below the signature, the text reads "PRINCIPAL" in a bold, sans-serif font, followed by "Shetty Institute of Technology" and "KALABURAGI" in a smaller, sans-serif font.

PRINCIPAL
Shetty Institute of Technology
KALABURAGI

ANNEXURE TO OFFER LETTER OF SOURAV

A scanned copy of the following documents is to be sent to the email address mentioned above

1. Signed copy of the offer letter with name and date
2. PAN Card with a photo clearly visible
3. Graduation and Post-graduation certificates, if any.
4. Color Passport Size Photograph - 2
5. Phone Number and contact details including address and emergency contact details (in a Word document)
6. Bank Account details with photo, name, account number, and IFSC are clearly visible
7. Updated resume
8. Address proof (Permanent and present address)
9. **Aadhar Card & Laptop (Mandatory)**

@#@#@#@#


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Shetty Institute of Technology
KALABURAGI



Offer Letter from Seventh Sense

Dear **Sachin**,

Seventh Sense People Development Solutions Pvt Ltd is excited to take you on board as
"HR Learning and Development"

This offer letter provides a few important details such as compensation, joining date, etc. of your employment. Detailed terms and conditions will be provided to you on the date of joining.

Your date of joining would be **24.08.2020** You will have to join at our Bengaluru Office situated at #4, 1st and 2nd Floor, 23rd 'A' Main, J P Nagar 2nd Phase, Bengaluru – 560078. Ph: 080 4174 4141.

You will be starting with a one-month probation period with us. After completion of one month, your probation period will be waved off and you will be considered a full-time employee.

During the Probation period, you will receive a salary of **Rs.10,000/month + Expenses**. After the completion of your probation period when you are converted into a full-time employee, you will receive **Rs.3,00,000 CTC (Fixed)** and **Rs.1,50,000 (Variable on achieving targets)** annually with a 06 Months of Service Agreement. However variable pay will only be applicable after completing 1 year of service. Reimbursements of expenses made on behalf of the company.

You will have to serve 02 month's notice period upon acceptance of your resignation after the completion of your service agreement.

Please send the signed (with date) copy of this offer letter and a scanned copy of the documents mentioned in the annexure before **20.08.2020** and send it to jobs@seventhsensetalent.com

Also, you have to bring hard copies of these documents together (for verification) with Original 10th standard marks cards (for submission) at the time of joining.

If your acceptance letter is not received before **20.08.2020** we presume that you are not interested in this offer and the offer of employment will automatically be canceled.

Yours sincerely,

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

Director
Seventh Sense Talent Solution

I accept the offer

Sachin

(HR Learning and Development)

A handwritten signature in black ink, appearing to be "D. Shetty", written over a horizontal line.
PRINCIPAL
Shetty Institute of Technology
KALABURAGI

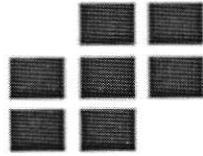
ANNEXURE TO OFFER LETTER OF SACHIN

A scanned copy of the following documents is to be sent to the email address mentioned above

1. Signed copy of the offer letter with name and date
2. PAN Card with a photo clearly visible
3. Graduation and Post-graduation certificates, if any.
4. Color Passport Size Photograph - 2
5. Phone Number and contact details including address and emergency contact details (in a Word document)
6. Bank Account details with photo, name, account number, and IFSC are clearly visible
7. Updated resume
8. Address proof (Permanent and present address)
9. **Aadhar Card & Laptop (Mandatory)**

@#@#@#@#


PRINCIPAL
Shetty Institute of Technology
KALABURAGI



SEVENTH SENSE

Talent Solutions

Offer Letter from Seventh Sense

Dear **Priyanka,**

Seventh Sense People Development Solutions Pvt Ltd is excited to take you on board as
"HR Learning and Development"

This offer letter provides a few important details such as compensation, joining date, etc. of your employment. Detailed terms and conditions will be provided to you on the date of joining.

Your date of joining would be **24.08.2020** You will have to join at our Bengaluru Office situated at #4, 1st and 2nd Floor, 23rd 'A' Main, J P Nagar 2nd Phase, Bengaluru – 560078. Ph: 080 4174 4141.

You will be starting with a one-month probation period with us. After completion of one month, your probation period will be waved off and you will be considered a full-time employee.

During the Probation period, you will receive a salary of **Rs.10,000/month + Expenses**. After the completion of your probation period when you are converted into a full-time employee, you will receive **Rs.3,00,000 CTC (Fixed)** and **Rs.1,50,000 (Variable on achieving targets)** annually with a 06 Months of Service Agreement. However variable pay will only be applicable after completing 1 year of service. Reimbursements of expenses made on behalf of the company.

You will have to serve 02 month's notice period upon acceptance of your resignation after the completion of your service agreement.

Please send the signed (with date) copy of this offer letter and a scanned copy of the documents mentioned in the annexure before **20.08.2020** and send it to jobs@seventhsensetalent.com

Also, you have to bring hard copies of these documents together (for verification) with Original 10th standard marks cards (for submission) at the time of joining.

If your acceptance letter is not received before **20.08.2020** we presume that you are not interested in this offer and the offer of employment will automatically be canceled.

Yours sincerely,

Director
Seventh Sense Talent Solution

I accept the offer

Priyanka

(HR Learning and Development)

PRINCIPAL
Shetty Institute of Technology
KALABURAGI

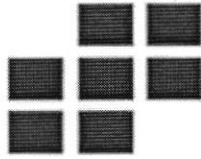
ANNEXURE TO OFFER LETTER OF PRIYANKA

A scanned copy of the following documents is to be sent to the email address mentioned above

1. Signed copy of the offer letter with name and date
2. PAN Card with a photo clearly visible
3. Graduation and Post-graduation certificates, if any.
4. Color Passport Size Photograph - 2
5. Phone Number and contact details including address and emergency contact details (in a Word document)
6. Bank Account details with photo, name, account number, and IFSC are clearly visible
7. Updated resume
8. Address proof (Permanent and present address)
- 9. Aadhar Card & Laptop (Mandatory)**

@#@#@#@#


PRINCIPAL
Shetty Institute of Technology
KALABURAGI



SEVENTH SENSE

Talent Solutions

Offer Letter from Seventh Sense

Dear **Gangu,**

Seventh Sense People Development Solutions Pvt Ltd is excited to take you on board as
"HR Learning and Development"

This offer letter provides a few important details such as compensation, joining date, etc. of your employment. Detailed terms and conditions will be provided to you on the date of joining.

Your date of joining would be **24.08.2020** You will have to join at our Bengaluru Office situated at #4, 1st and 2nd Floor, 23rd 'A' Main, J P Nagar 2nd Phase, Bengaluru – 560078. Ph: 080 4174 4141.

You will be starting with a one-month probation period with us. After completion of one month, your probation period will be waved off and you will be considered a full-time employee.

During the Probation period, you will receive a salary of **Rs.10,000/month + Expenses**. After the completion of your probation period when you are converted into a full-time employee, you will receive **Rs.3,00,000 CTC (Fixed)** and **Rs.1,50,000 (Variable on achieving targets)** annually with a 06 Months of Service Agreement. However variable pay will only be applicable after completing 1 year of service. Reimbursements of expenses made on behalf of the company.

You will have to serve 02 month's notice period upon acceptance of your resignation after the completion of your service agreement.

Please send the signed (with date) copy of this offer letter and a scanned copy of the documents mentioned in the annexure before **20.08.2020** and send it to jobs@seventhsensetalent.com

Also, you have to bring hard copies of these documents together (for verification) with Original 10th standard marks cards (for submission) at the time of joining.

If your acceptance letter is not received before **20.08.2020** we presume that you are not interested in this offer and the offer of employment will automatically be canceled.

Yours sincerely,

Director
Seventh Sense Talent Solution

I accept the offer

Gangu

(HR Learning and Development)

PRINCIPAL
Shetty Institute of Technology
KALABURAGI

ANNEXURE TO OFFER LETTER OF GANGU

A scanned copy of the following documents is to be sent to the email address mentioned above

1. Signed copy of the offer letter with name and date
2. PAN Card with a photo clearly visible
3. Graduation and Post-graduation certificates, if any.
4. Color Passport Size Photograph - 2
5. Phone Number and contact details including address and emergency contact details (in a Word document)
6. Bank Account details with photo, name, account number, and IFSC are clearly visible
7. Updated resume
8. Address proof (Permanent and present address)
- 9. Aadhar Card & Laptop (Mandatory)**

@#@#@#@#


PRINCIPAL
Shetty Institute of Technology
KALABURAGI



Offer Letter from Seventh Sense

Dear **Apporva**,

Seventh Sense People Development Solutions Pvt Ltd is excited to take you on board as
"HR Learning and Development"

This offer letter provides a few important details such as compensation, joining date, etc. of your employment. Detailed terms and conditions will be provided to you on the date of joining.

Your date of joining would be **24.08.2020** You will have to join at our Bengaluru Office situated at #4, 1st and 2nd Floor, 23rd 'A' Main, J P Nagar 2nd Phase, Bengaluru – 560078. Ph: 080 4174 4141.

You will be starting with a one-month probation period with us. After completion of one month, your probation period will be waved off and you will be considered a full-time employee.

During the Probation period, you will receive a salary of **Rs.10,000/month + Expenses**. After the completion of your probation period when you are converted into a full-time employee, you will receive **Rs.3,00,000 CTC (Fixed)** and **Rs.1,50,000 (Variable on achieving targets)** annually with a 06 Months of Service Agreement. However variable pay will only be applicable after completing 1 year of service. Reimbursements of expenses made on behalf of the company.

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Also, you have to bring hard copies of these documents together (for verification) with Original 10th standard marks cards (for submission) at the time of joining.

If your acceptance letter is not received before **20.08.2020** we presume that you are not interested in this offer and the offer of employment will automatically be canceled.

Yours sincerely,

I accept the offer

A handwritten signature in black ink, appearing to be "M. S. Srinivasan", written over a horizontal line.

Director
Seventh Sense Talent Solution

Apporva

(HR Learning and Development)

A handwritten signature in black ink, appearing to be "D. S. Srinivasan", written over a horizontal line.
PRINCIPAL
Shetty Institute of Technology
KALABURAGI

ANNEXURE TO OFFER LETTER OF APPORVA

A scanned copy of the following documents is to be sent to the email address mentioned above

1. Signed copy of the offer letter with name and date
2. PAN Card with a photo clearly visible
3. Graduation and Post-graduation certificates, if any.
4. Color Passport Size Photograph - 2
5. Phone Number and contact details including address and emergency contact details (in a Word document)
6. Bank Account details with photo, name, account number, and IFSC are clearly visible
7. Updated resume
8. Address proof (Permanent and present address)
- 9. Aadhar Card & Laptop (Mandatory)**

@#@#@#@#


PRINCIPAL
Shetty Institute of Technology
KALABURAGI

**MAHALAXMI BUILDERS AND
DEVELOPERS**

GSTIN:29ABBFM14707D12Q

**Sf50 Gold Hub 1 Main Road
585102 Kalaburagi
Karnataka - India**

Date: 14/11/2020

Dear Soumya V.S,

Subject: Job Offer for Site Engineer

We are happy to offer you the job of **Site Engineer** at Mahalaxmi Builders and Developers. We were impressed with your skills and think you will be a great addition to our team.

Job Title: Site Engineer

Location: Kalaburagi.

Salary and Benefits:

1. **Annual Salary:** 15000/- per month, paid monthly.
2. **Bonuses:** You may get bonuses based on your performance.
3. **Benefits:**
 - Health Insurance
 - Provident Fund
 - Paid Leave
 - Training and Development

Your Duties:

- Work with the team to ensure projects are done well.

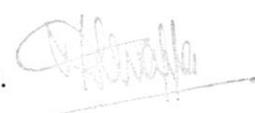
Employment Conditions:

- This offer depends on passing a background check.
- You will need to sign a confidentiality agreement.
- Follow all company rules and policies.

We are excited to have you join us and look forward to your contributions.

Best regards,

Mahalaxmi Builders and Developers


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Shetty Institute of Technology
KALABURAGI

**MAHALAXMI BUILDERS AND
DEVELOPERS**

GSTIN:29ABBFM14707D12Q

**Sf50 Gold Hub 1 Main Road
585102 Kalaburagi
Karnataka - India**

Date: 14/11/2020

Dear Sonu varma,

Subject: Job Offer for Site Engineer

We are happy to offer you the job of **Site Engineer** at Mahalaxmi Builders and Developers. We were impressed with your skills and think you will be a great addition to our team.

Job Title: Site Engineer

Location: Kalaburagi.

Salary and Benefits:

1. **Annual Salary:** 15000/- per month, paid monthly.
2. **Bonuses:** You may get bonuses based on your performance.
3. **Benefits:**
 - o Health Insurance
 - o Provident Fund
 - o Paid Leave
 - o Training and Development

Your Duties:

- Work with the team to ensure projects are done well.

Employment Conditions:

- This offer depends on passing a background check.
- You will need to sign a confidentiality agreement.
- Follow all company rules and policies.

We are excited to have you join us and look forward to your contributions.

Best regards,

Mahalaxmi Builders and Developers


PRINCIPAL
Shetty Institute of Technology
KALABURAGI



Dear Sudarshan

We are pleased to offer you the position of **Junior Engineer** at CREDIA. We are confident that your skills and experience will be an asset to our team.

Position: Junior Engineer (Site Engineer)

Start Date: 16/11/2020

Compensation and Benefits:

1. **Salary:** Your starting salary will be 30,000/-per month, paid on a monthly basis.
2. **Benefits:** You will be eligible for our standard benefits package, which includes health insurance, paid time off, and retirement benefits, in accordance with company policy.
3. **Probation Period:** The first [number] months of your employment will be considered a probation period. During this time, your performance will be evaluated to determine your suitability for the position.

Job Responsibilities:

- Overseeing construction activities on-site.
- Ensuring compliance with project specifications and safety standards.
- Coordinating with contractors, subcontractors, and other stakeholders.
- Conducting site inspections and preparing reports.
- Assisting in project planning and scheduling.
- Monitoring project progress and addressing any issues that arise.

Working Hours: Your working hours will be from [Start Time] to [End Time], Monday to Saturday. You may be required to work additional hours as necessary to meet project deadlines.

Terms of Employment:

- This offer is contingent upon the successful completion of background checks and reference verifications.
- You agree to abide by all company policies and procedures.
- This employment is at-will, meaning either party can terminate the employment relationship at any time, with or without cause or notice.

PRINCIPAL
Shetty Institute of Technology
KALABURAGI

Please confirm your acceptance of this offer by signing below and returning a copy of this letter by
16/11/2020

We look forward to welcoming you to the CREDIA..

If you have any questions or need further information, please do not hesitate to contact us.

Sincerely,

CREDIA

Kalaburagi.

A handwritten signature in black ink, appearing to be 'S. Shetty', written over a horizontal line.

PRINCIPAL
Shetty Institute of Technology
16/11/2020



Dear Vanita

We are pleased to offer you the position of **Junior Engineer** at CREDIA. We are confident that your skills and experience will be an asset to our team.

Position: Junior Engineer (Site Engineer)

Start Date: 16/11/2020

Compensation and Benefits:

1. **Salary:** Your starting salary will be 30,000/-per month, paid on a monthly basis.
2. **Benefits:** You will be eligible for our standard benefits package, which includes health insurance, paid time off, and retirement benefits, in accordance with company policy.
3. **Probation Period:** The first [number] months of your employment will be considered a probation period. During this time, your performance will be evaluated to determine your suitability for the position.

Job Responsibilities:

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- Coordinating with contractors, subcontractors, and other stakeholders.
- Conducting site inspections and preparing reports.
- Assisting in project planning and scheduling.
- Monitoring project progress and addressing any issues that arise.

Working Hours: Your working hours will be from [Start Time] to [End Time], Monday to Saturday. You may be required to work additional hours as necessary to meet project deadlines.

Terms of Employment:

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- You agree to abide by all company policies and procedures.
- This employment is at-will, meaning either party can terminate the employment relationship at any time, with or without cause or notice.


PRINCIPAL
Shetty Institute of Technology
KALABURAGI

Please confirm your acceptance of this offer by signing below and returning a copy of this letter by

16/11/2020

We look forward to welcoming you to the CREDIA..

If you have any questions or need further information, please do not hesitate to contact us.

Sincerely,

CREDIA

Kalaburagi.



PRINCIPAL
Shetty Institute of Technology
KALABURAGI

Ambizione

Infrastructure pvt.ltd.
III floor- "Gold Hub" –Main Road- Kalaburagi-585102-Karnataka
Telephone. 08472-229919
Email: ambizione.ipl@gmail.com

Date: 12/10/2020

Abhishek

We are pleased to extend an offer of employment to you for the position of **Site Engineer** at **Ambizione Infrastructure Pvt. Ltd.** We are excited to have you join our team and look forward to your contributions to our projects.

Position: Site Engineer (Fresher)

Location: Kalaburagi.

Compensation and Benefits:

- **Salary:** Your starting salary will be 2,52,000/- per year,
- **Benefits:** You will be eligible for the company's benefits package, which includes health insurance, paid time off, and other benefits as per company policy.

Job Responsibilities:

1. Assisting in overseeing construction activities and ensuring compliance with safety regulations and project specifications.
2. Conducting site inspections and monitoring progress to ensure timely completion of projects.
3. Coordinating with subcontractors, suppliers, and other team members to ensure efficient workflow.
4. Preparing and maintaining accurate project documentation and reports.
5. Supporting project planning, scheduling, and resource allocation.

PRINCIPAL
Shetty Institute of Technology
KALABURAGI

Conditions of Employment:

- This offer is contingent upon the successful completion of a background check and verification of your employment eligibility.
- You will be required to sign a confidentiality agreement and comply with all company policies and procedures.

Please signify your acceptance of this offer by signing below and returning a copy to us by **12/10/2020**.

We look forward to welcoming you to Ambizione Infrastructure Pvt. Ltd. and are confident that you will contribute to our continued success.

Sincerely,

Ambizione Infrastructure Pvt. Ltd.
III Floor, "Gold Hub", Main Road, Kalaburagi-585102, Karnataka
Telephone: 08472-229919
Email: ambizione.ipl@gmail.com



PRINCIPAL
Shetty Institute of Technology
KALABURAGI

Ambizione

Infrastructure pvt.ltd.

III floor- "Gold Hub" –Main Road- Kalaburagi-585102-Karnataka

Telephone. 08472-229919

Email: ambizione.ipl@gmail.com

Date: 12/10/2020

Vanita kattimani

We are pleased to extend an offer of employment to you for the position of **Site Engineer** at **Ambizione Infrastructure Pvt. Ltd.** We are excited to have you join our team and look forward to your contributions to our projects.

Position: Site Engineer (Fresher)

Location: Kalaburagi.

Compensation and Benefits:

- **Salary:** Your starting salary will be 2,52,000/- per year,
- **Benefits:** You will be eligible for the company's benefits package, which includes health insurance, paid time off, and other benefits as per company policy.

Job Responsibilities:

1. Assisting in overseeing construction activities and ensuring compliance with safety regulations and project specifications.
2. Conducting site inspections and monitoring progress to ensure timely completion of projects.
3. Coordinating with subcontractors, suppliers, and other team members to ensure efficient workflow.
4. Preparing and maintaining accurate project documentation and reports.
5. Supporting project planning, scheduling, and resource allocation.

PRINCIPAL
Shetty Institute of Technology
KALABURGI

Conditions of Employment:

- This offer is contingent upon the successful completion of a background check and verification of your employment eligibility.
- You will be required to sign a confidentiality agreement and comply with all company policies and procedures.

Please signify your acceptance of this offer by signing below and returning a copy to us by **12/10/2020**.

We look forward to welcoming you to Ambizione Infrastructure Pvt. Ltd. and are confident that you will contribute to our continued success.

Sincerely,

Ambizione Infrastructure Pvt. Ltd.
III Floor, "Gold Hub", Main Road, Kalaburagi-585102, Karnataka
Telephone: 08472-229919
Email: ambizione.ipl@gmail.com


PRINCIPAL
Shetty Institute of Technology
Kalaburagi-585102

**MAHALAXMI BUILDERS AND
DEVELOPERS**

GSTIN:29ABBFM14707D12Q

**Sf50 Gold Hub 1 Main Road
585102 Kalaburagi
Karnataka - India**

Date: 14/11/2020

Dear Abhijit,

We are happy to offer you the job of **Site Engineer** at Mahalaxmi Builders and Developers. We were impressed with your skills and think you will be a great addition to our team.

Job Title: Site Engineer

Location: Kalaburagi.

Salary and Benefits:

1. **Annual Salary:** 15000/- per month, paid monthly.
2. **Bonuses:** You may get bonuses based on your performance.
3. **Benefits:**
 - Health Insurance
 - Provident Fund
 - Paid Leave
 - Training and Development

Your Duties:

- Work with the team to ensure projects are done well.

Employment Conditions:

- This offer depends on passing a background check.
- You will need to sign a confidentiality agreement.
- Follow all company rules and policies.

We are excited to have you join us and look forward to your contributions.

Best regards,

Mahalaxmi Builders and Developers


PRINCIPAL
Shetty Institute of Technology
KALABURAGI



OFFER LETTER

Dear Abdul Jabbar,

Subject: Offer of Employment for Software Testing Position

We are pleased to extend an offer of employment to you for the position of **Software Tester** at Q Spiders. Your skills and experiences in software testing make you an excellent fit for our team, and we are confident that you will contribute significantly to our company's success.

Position Details:

- **Job Title:** Software Tester
- **Department:** Quality Assurance
- **Job Location:** Bangalore

Job Responsibilities:

- Conduct manual and automated testing of software applications.
- Identify, document, and track software defects.
- Collaborate with the development team to ensure high-quality software releases.
- Participate in test planning, design, and execution.
- Prepare and maintain test documentation and reports.

Sincerely,

Q Spiders

PRINCIPAL
Shetty Institute of Technology
KALABURAGI



OFFER LETTER

Dear Bhavana,

Subject: Offer of Employment for Software Testing Position

We are pleased to extend an offer of employment to you for the position of **Software Tester** at Q Spiders. Your skills and experiences in software testing make you an excellent fit for our team, and we are confident that you will contribute significantly to our company's success.

Position Details:

- **Job Title:** Software Tester
- **Department:** Quality Assurance
- **Job Location:** Bangalore

Job Responsibilities:

- Conduct manual and automated testing of software applications.
- Identify, document, and track software defects.
- Collaborate with the development team to ensure high-quality software releases.
- Participate in test planning, design, and execution.
- Prepare and maintain test documentation and reports.

Sincerely,

Q Spiders

PRINCIPAL
Shetty Institute of Technology
KALABURAGI



OFFER LETTER

Dear Shreya,

Subject: Offer of Employment for Software Testing Position

We are pleased to extend an offer of employment to you for the position of **Software Tester** at Q Spiders. Your skills and experiences in software testing make you an excellent fit for our team, and we are confident that you will contribute significantly to our company's success.

Position Details:

- **Job Title:** Software Tester
- **Department:** Quality Assurance
- **Job Location:** Bangalore

Job Responsibilities:

- Conduct manual and automated testing of software applications.
- Identify, document, and track software defects.
- Collaborate with the development team to ensure high-quality software releases.
- Participate in test planning, design, and execution.
- Prepare and maintain test documentation and reports.

Sincerely,

Q Spiders

PRINCIPAL
Shetty Institute of Technology
KALABURAGI