

Re: American Express - PPO Announcement | Guru Ghasidas University

From : Premnath Kamlesh <tpo@ggu.ac.in>
Subject : Re: American Express - PPO Announcement | Guru Ghasidas University
To : Qunik Jain <Qunik.Jain@aexp.com>
Cc : Proff.Harish Kumar <harish1963@yahoo.co.in>

Thu, Jul 14, 2022 12:21 PM

1 attachment

Dear Sir
 Thank you for your email. I will update you shortly.
 Best Wishes

From : "Qunik Jain" <Qunik.Jain@aexp.com>
To : "Premnath Kamlesh" <tpo@ggu.ac.in>
Cc : "Anshika Juneja" <Anshika.Juneja@aexp.com>
Sent : Thursday, July 14, 2022 11:41:42 AM
Subject : American Express - PPO Announcement | Guru Ghasidas University

Dear Team,

Greetings from American Express!

It gives us immense pleasure to share **Pre Placement Offer** to the below mentioned students based on their performance during internship. Congratulations to the students on getting successful PPO.

Request you to please share acceptances by Monday, July 18th, 2022.

- Final CTC being offered to **Engineer Trainee (ET):**
 - @Target: **INR 16,78,051 (Fixed – 12,94,152; Performance Variable – 83,899; Joining Bonus* – 3,00,000)**
 - @MEP i.e. Maximum Earning Potential: **INR 17,78,731 (Fixed – 12,94,152; Performance Variable – 1,84,578; Joining Bonus* – 3,00,000)**
 - Joining Bonus – paid in a staggered manner during 1st year of employment

In addition to the above:

- Our team will connect with students directly for further updates post offer acceptance
- Tentative DOJ will be June/July '23 upon successful course completion

Disclaimer : We assume students who confirm acceptance to this offer from American Express will be considered placed and will be not be allowed to sit for further interviews in college placements process. **Kindly confirm** in case of different understanding

S. No.	Candidate Name	Email ID	College Name	Business Unit	PPO Decision	Band
1	Amogh Pravin Pete	amoghpete@gmail.com	Guru Ghasidas University	Technology	Offer	B30
2	Shubham Varshney	shubhamvarshney2000@gmail.com	Guru Ghasidas University	Technology	No Offer	B30
3	Himanshu Gupta	himbxr22@gmail.com	Guru Ghasidas University	Technology	Offer	B30

Warm Regards,

QUNIK JAIN (HE/HIM) | CAMPUS RECRUITMENT SPECIALIST
 INDIA CAMPUS RECRUITMENT
 AMERICAN EXPRESS, COLLEAGUE SINCE '22
 GURGAON, INDIA
 M: 9999229240 | E: gunik.jain@aexp.com



DON'T live life WITHOUT IT

American Express made the following annotations

"This message and any attachments are solely for the intended recipient and may contain confidential or privileged information. If you are not the intended recipient, any disclosure, copying, use, or distribution of the information included in this message and any attachments is prohibited. If you have received this communication in error, please notify us by reply e-mail and immediately and permanently delete this message and any attachments. Thank you."

American Express a ajouté le commentaire suivant



**GOVERNMENT OF INDIA
MINISTRY OF CORPORATE AFFAIRS**

Central Registration Centre

Certificate of Incorporation

[Pursuant to sub-section (2) of section 7 and sub-section (1) of section 8 of the Companies Act, 2013 (18 of 2013) and rule 18 of the Companies (Incorporation) Rules, 2014]

The Corporate Identity Number of the company is

*

*



Digital Signature Certificate

For and on behalf of the Jurisdictional Registrar of Companies

Registrar of Companies

Central Registration Centre

Disclaimer: This certificate only evidences incorporation of the company on the basis of documents and declarations of the applicant(s). This certificate is neither a license nor permission to conduct business or solicit deposits or funds from public. Permission of sector regulator is necessary wherever required. Registration status and other details of the company can be verified on www.mca.gov.in

Mailing Address as per record available in Registrar of Companies office:



* as issued by the Income Tax Department



**CERTIFICATE OF INCORPORATION
OF A
PRIVATE LIMITED COMPANY**

Company Number **14330885**

The Registrar of Companies for England and Wales, hereby certifies that

LOGICALLOOPS LTD

is this day incorporated under the Companies Act 2006 as a private company, that the company is limited by shares, and the situation of its registered office is in England and Wales.

Given at Companies House, Cardiff, on **1st September 2022**.

The above information was communicated by electronic means and authenticated by the
Registrar of Companies under section 1115 of the Companies Act 2006



Companies House



**THE OFFICIAL SEAL OF THE
REGISTRAR OF COMPANIES**



UDYAM REGISTRATION CERTIFICATE

UDYAM REGISTRATION NUMBER

UDYAM-CG-05-0019999

NAME OF ENTERPRISE

HEAVENLY BLESSING EVENTS

TYPE OF ENTERPRISE *

SNo.	Data Year	Classification Year	Enterprise Type	Classification Date
1	2020-21	2022-23	Micro	20/12/2022

MAJOR ACTIVITY

SERVICES

SOCIAL CATEGORY OF ENTREPRENEUR

SC

NAME OF UNIT(S)

S.No.	Name of Unit(s)
1	0

OFFICAL ADDRESS OF ENTERPRISE

Flat/Door/Block No.	4	Name of Premises/ Building	Home
Village/Town	Sector 7	Block	B
Road/Street/Lane	24	City	Bhilai Nagar
State	CHHATTISGARH	District	DURG , Pin 490006
Mobile	6301769985	Email:	hbeventsofficial@gmail.com

DATE OF INCORPORATION / REGISTRATION OF ENTERPRISE

16/10/2022

DATE OF COMMENCEMENT OF PRODUCTION/BUSINESS

16/10/2022

NATIONAL INDUSTRY CLASSIFICATION CODE(S)

SNo.	NIC 2 Digit	NIC 4 Digit	NIC 5 Digit	Activity
1	82 - Office administrative, office support and other business support activities	8230 - Organization of conventions and trade shows	82300 - Organization of conventions and trade shows	Services

DATE OF UDYAM REGISTRATION

20/12/2022

* In case of graduation (upward/reverse) of status of an enterprise, the benefit of the Government Schemes will be availed as per the provisions of Notification No. S.O. 2119(E) dated 26.06.2020 issued by the M/o MSME.

Disclaimer: This is computer generated statement, no signature required. Printed from <https://udyamregistration.gov.in> & Date of printing:- 20/12/2022

For any assistance, you may contact:

1. District Industries Centre:

DURG (CHHATTISGARH)

2. MSME-DFO:

RAIPUR (CHHATTISGARH)

Visit : www.msme.gov.in ; www.dcmsme.gov.in ; www.champions.gov.in

Follow us @minmsme & @msmechampions



**BE A
CHAMPION**
with the
Ministry of
MSME

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American Express a ajouté le commentaire suivant



OFFER LETTER

Date: 12th April 2023

Dear **Lakshmi Keerthi Lavanuru**

On behalf of **Nvest Solution**, it is with great pleasure that we offer you the position of Business Analyst. This offer is subject to confirmation of acceptance by 13th April 2023.

The terms of your employment will be as follows:

- 1. Joining Date and Time:** Your start date will be 25th April 2023 at 10 am.
- 2. Salary:** Please refer Annexure 1 for your salary details.
- 3. Leave and Holidays:** You are eligible for holidays and leaves as per the company policy. Paid leaves are not applicable during probation.
- 4. Confidentiality and Non-Disclosure:** You agree to keep all of the Company's business secrets confidential at all times during and after the term your employment. The Company's business secrets include any information regarding the Company's customers, employees, supplies, finances, research, development, software codes, database or any other technical or business information.

You will not, at any time, directly or indirectly; use, carry, disclose or induce to use; any proprietary information, trade secret or confidential business information of The Company, except as authorized and within the scope of your employment with company.

- 5. Non - Compete:** During the term of your employment and for further period of 3 (three) calendar months after separation from the Company, for whatever reasons, you shall not carry on or engage in directly or indirectly in any business which competes directly or indirectly with any or all the business pursued by the Company in any territory, whether in India or overseas, at the relevant point of time or proposed to be pursued by the Company in the immediate future, in respect of which proposal you were aware of or likely to be aware of considering the nature of your duties ("Restricted Business), other than through the Company.

During the term of your employment with Nvest Solution, you may not engage in any employment or act in any way, which either conflicts with your duties and obligations to Nvest Solution, or is contrary to the policies or the interests of Nvest Solution.

CIN : U72100MH2013PTC241227

Registered Address : 414, Lodha Supremus II, Wagle Estate, Road No. 22, Thane (W)
-400604



6. **Non - Solicitation of Customers:** During the term of your employment and for a further period of 12 (twelve) calendar months after separation from the Company, for whatever reasons, you shall not directly or indirectly, irrespective of whether the relationship between the Company and a customer was originally established in whole or in part through your efforts:
 1. solicit any Restricted Business from any customer;
 2. persuade any existing or prospective customer to cease doing Restricted Business with the Company;
 3. reduce the amount of Restricted Business which any customer has customarily done or might propose doing with the Company.
7. **Non - Solicitation and Non-Hire of Company Employees:** During the term of your employment and a further period of 12 (twelve) calendar months after separation from the Company, for whatever reasons, you shall not either directly or indirectly solicit or entice away or endeavor to solicit or to entice away or assist any other Person to solicit or hire or entice away from the Company, any Company employee.
8. **Notice Period and Termination:** The notice period will be 60 days. Your employment may be terminated for cause by the Company with immediate effect at any time. No salary or allowances will be paid for any period if you are terminated for cause. During first year, if you wish to resign or leave from the position then you will have to forfeit the salary paid till the last working day.
9. **Working from Office:** Joining would be at office on-site location Address - Nvest Solution Private Limited 309, 3rd Floor, Orion Business Park, Ghodbunder Road, Kapurbawadi, Thane West 400610.
10. **Enforcement and Jurisdiction:** It is agreed that the interpretation and enforcement of this Agreement shall be governed by the laws of India and all disputes under this Agreement shall be governed by the provisions of the Indian Arbitration and Conciliation Act, 1996. The venue for arbitration will be Mumbai.

You represent that your acceptance of this offer, the Employee Agreements and your commencement of employment with Nvest will not breach any agreement currently in place between yourself and current or past employers.

Please confirm that this letter sets forth the terms of your employment with the Company by responding to this email. Your acceptance will indicate that you fully understand the terms of your employment with the Company and that you enter this Agreement knowingly and of your own accord.

Sincerely,

CIN : U72100MH2013PTC241227

Registered Address : 414, Lodha Supremus II, Wagle Estate, Road No. 22, Thane (W) -400604

Nvest Solution Private Limited



Gopesh Modi
Founder and CEO

Lakshmi Keerthi Lavanuru
Employee Signature

Date

CIN : U72100MH2013PTC241227

Registered Address : 414, Lodha Supremus II, Wagle Estate, Road No. 22, Thane (W)
-400604



Annexure 1: Salary Structure for Lakshmi Keerthi Lavanuru

Please find below your CTC structure: **Regular post probation**

Category	Yearly	Monthly
Fixed Salary		
Basic	240,000	20,000
HRA	120,000	10,000
Other allowances	140,000	11,667
Gross Salary	500,000	41,667

Please find below your CTC structure: **During Probation**

Category	Yearly	Monthly
Fixed Salary		
Basic	180,000	15,000
HRA	60,000	5,000
Other Allowances	NIL	NIL
Gross Salary	240,000	20,000

Employee Signature

Date

11th August 2022

Dear **Monisha**,

We are pleased to offer you the post of **Technical Trainee** with Gemini Solutions Private Limited as of **11th August, 2022** and you will report to us on **2nd January 2023, Monday** post which we shall make your final assignments. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such position and as the Board of Directors, or its authorized representative may from time to time require. You shall devote your full business efforts, time to the company, and agree to perform your duties faithfully and to the best of your ability. **You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration without the prior approval of your supervisor.**

To address and appropriately deal with any instances or behaviour that comes under following clauses, Zero Tolerance Policy (ZTP) (which includes immediate termination) is applicable to all employees of Gemini Solutions:

- a) Demonstrate non-professional behaviour/attitude towards customer/ clients.
- b) Usage of profane, vulgar, or abusive language.
- c) Offensive or inappropriate references to Race, Ethnicity, Religion, Gender, Lifestyle, Sexual Orientation, Disability and Age.
- d) Consistent interruptions in a rude and sarcastic manner with client.
- e) Unauthorized release of confidential information.
- f) Inappropriate fraternization with clients.
- g) Coming to work intoxicated or any disciplinary issues on the floor.
- h) Extended unscheduled breaks, unapproved/ unscheduled leaves, reporting late to work etc.
- i) Disparaging remarks about Gemini Solutions or Clients.

If the ZTP Committee decided to terminate the concerned employee immediately, then the standard full and final procedures are followed after the due consideration depending on seriousness of issue.

You understand and Agree that neither your job performance nor promotions, commendations, bonuses or the like from the Company give rise to or in any way serve as the basis for modification, amendment, or extension, by implication or otherwise, of your employment with the Company.

You will be compensated **Rs.15,500 (Fifteen Thousand Five Hundred only)** per month for the work performed during the training. You will be paid in accordance with the company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will be eligible for paid leave and paid holidays only as approved by your supervisor. The company will provide you with free Lunch and refreshments as additional benefit.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties hereunder, in accordance with the Company's expense reimbursement policy as in effect from time to time.

The company will invest a lot of time, money and energy in training you so it is mandatory for you to complete the training.

You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences and binding effect of this letter.

This letter, together with any agreement you enter with the Company represents the entire agreement and understanding between the parties as to the subject matter herein and supersedes all prior or contemporaneous agreements, whether written or oral. In the event that any provision hereof becomes or is declared by a court of competent jurisdiction to be illegal, unenforceable or void, this letter will continue in full force and effect without said provision.

No waiver, alteration, or modification of any of the provisions of this Agreement will be binding unless in writing and signed by duly authorized representatives of the parties hereto. The internal substantive laws, but not the choice of law rules, of the State of India, shall govern this letter.

The conversion will take place on successful completion of your training period for 6 months. During this time, you will receive advice, training and guidance to help you become familiar with, and competent in, performing the work you have been appointed to do. Only after successful completion of this training period (based on the tests conducted and analysis of your seniors), the company will decide on its sole discretion whether you will be offered a full-time job employment or not. If given a full-time offer, after your acceptance you will be transferred to the company's permanent payroll and post that your package will range between **INR 7,20,000 (Seven Lacs twenty thousand Only)** to **INR 8,00,000 (Eight Lacs Only)** depending on your performance in the training period.

Employee agrees that he/she shall execute a Service Bond for a minimum period of **24 Months** from the day of joining to a full-time employee and if the Employee quits Gemini Solutions for any reason whatsoever before completion of two years there from, he/she will have to make a payment of Rs.2, 00,000/- (Two lakhs) to Gemini Solutions on demand, without demur and will not be awarded any certificate of completion of his/her training.

If you choose to accept this offer, please sign a copy of this letter in the space. We hope that this offer will be favourably received and we look forward to working with you at Gemini Solutions Private Limited. Your anticipated start date is **2nd January 2023, Monday**.

Sincerely,



Priyanka Gubrele
Assistant Vice President - Human Resource
Gemini Solutions Private Limited

I, **Monisha Chippada** accept the salary and position offered to me by Gemini Solutions Private

Limited. Signature

Date:

(_____)

2173794 / ELTP-CAMPUS / 2023

15-Dec-2022

Subject: Letter of Intent

Dear Bathakala,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- ø You being medically fit, having completed your qualifying academic course with a minimum score of **70% or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course
- ø You complete the set of learning courses mentioned in **Annexure-A** and clear Tech Mahindra certification test.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- ø You will be under **probation for a period of 3 (Three) months** from the date of joining.
- ø You will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- ø In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- ø At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- ø You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.





LETTER OF OFFER

April 1, 2023

Dear praduman kumar,

Based on the recent discussions with you, we are pleased to invite you to join MountBlue Technologies.

Your engagement with MountBlue will commence with an intense coding bootcamp. The bootcamp will enable you with the skill sets for effective deployment post the bootcamp. Your deployment will be at one of the following cities: Bengaluru, Delhi NCR and Pune.

Please refer to all details of the offer in the appendices of this document.

Following are some important matters to ensure compliance with-

- During the bootcamp, regular hours will be 9.30AM through 6.30PM, Monday to Saturday. However, if the work requires any other time slots or changes to the hours as determined necessary by the management, we will expect your enthusiastic participation in such additional sessions as well
- We expect your complete focus and attention to the training sessions. During this period, if you need to be engaged in any other occupation please disclose it to us immediately. Ancillary engagements with other entities may entail withdrawal of benefits and services at our sole discretion

Please convey your acceptance of this offer on e-mail by 9AM, April 15, 2023.

Bipasha Agarwal

Manager

MountBlue Technologies Private Limited



Appendix-1

Bootcamp Phase

- This phase starts with an intense coding bootcamp that lasts for 13-15 weeks
- The bootcamp will consist of training on full stack development in one or more of Python, Java, Ruby, JavaScript, Android, GoLang, PHP, databases, devops, testing etc. The bootcamp will also have training on communication, soft skills and professional etiquette
- Emphasis will be on learning by doing
- There will be continuous evaluation during the bootcamp. There will be limited patience with underperformance and zero patience with indiscipline

Deployment Phase

- Post successful completion of the bootcamp, you will be deployed on-site with a customer of MountBlue Technologies. These customers are well known product and services startups.
- The deployment period will start immediately after the bootcamp period ends and will last 12-13 months
- During deployment phase, you will be a part of our customer's development team and will be expected to contribute significantly as an entry level programmer. Our customers have high yardsticks of performance and you will be judged on those yardsticks. The fact that you have been made the offer means that MountBlue Technologies firmly believes that you have the potential to meet and even surpass these yardsticks

Benefits and Service Bond

- During the Bootcamp Phase, you will receive a stipend of INR 14999 per month
- During the Deployment Phase, you will receive a monthly compensation of INR 33.4K per month.
- The whole engagement will be covered under a service bond of INR 2Lakhs.
- If you choose to disengage this association before the end of the Deployment Period, you are liable to pay the bond amount of INR 2Lakhs. This period starts at the time of joining MountBlue, not at the time of accepting the offer
- MountBlue Technologies is fully compliant with all the regulations of the land. Hence taxes will be deducted at source, as applicable. We will take the right measures in consonance with the letter and spirit of the law to keep the tax outgo at a minimum



BYOD (Bring your own Device)

- As software engineers, a powerful laptop is a critical piece of equipment for you. This will give you tremendous freedom and flexibility to continue evolving as software engineers
- MountBlue has a BYOD policy. All our engineers bring their own device to work that has to be suitable for error free and efficient working.
- Below are the minimum specifications for the laptop
 - 64 bit system
 - 8 GB RAM
 - Operating System – Linux/Mac OS. You can install your choice of Linux.
 - For hard drive - SSD is recommended but HDD works too
- If you already have a laptop of a lower configuration, you can consider upgrading it to this configuration



Appendix-2

Acceptance of the offer and commencement of engagement

- Acceptance of the offer and terms of engagement by return email: By 9AM, April 15, 2023
- Signing of Documentation: A date will be communicated
- Commencement of the bootcamp: We expect to invite you to join a cohort sometime between April 2023 and October 2023

Documents

- The following documents need to be submitted to the organization at the time of joining:
 - Passport sized photograph not older than 6 months
 - A legible copy of one of the following documents- PAN Card/ Aadhaar Card
 - A legible copy of one of the following documents - Aadhaar card/ Passport/ Driving License/ Any other government issued id that contains a photograph, name, date of birth and address
 - A legible copy of the relieving letter of all full time employment as per your resume submitted to MountBlue Technologies



Appendix-3

Our customers

We have >150 customers. Some of our customers where our engineers of previous cohorts are deployed are:

Food Tech

- **Zomato:** One of the world's leading foodtech companies. One of India's few Unicorns. Backed by Alibaba, Sequoia, Temasek, Info Edge etc.
 - <https://www.livemint.com/Leisure/g2mOkSiCDIlqnDmoLepoO/The-secret-to-hiring-a-stud-junta-team.html>
 - <https://www.livemint.com/Companies/ValugodQ1d92PERi3FQaYP/Zomato-raises-200-million-from-Ant-Financials.html>

Social & Media

- **Yourstory:** India's largest media tech company for startups, entrepreneurs, investors, innovators and change makers. Backed by Ratan Tata, Accel Partners, Kalaari Capital, Mohandas Pai, Qualcomm ventures etc
 - <https://www.livemint.com/Companies/UNA5HDyVLi31ZXbGrdFCzl/YourStory-raises-6-million-from-Kalaari-Capital-Qualcomm-V.html>
- **Magicpin:** Hyperlocal discovery platform backed by Lightspeed Venture Partners and Waterbridge Partners
 - <https://yourstory.com/2017/05/local-discovery-and-rewards-app-magicpin-raises-7-m-series-b-funding/>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/local-discovery-platform-magicpin-launches-augmented-reality-on-its-app/articleshow/62125398.cms>
- **Letsventure:** India's leading platform for raising angel and seed investment for startups. One of the few investments of Ratan Tata. Coverage:
 - <http://www.livemint.com/Companies/bQ2oefYdhrh0s4mq4GXrMJ/Ratan-Tata-Mohandas-Pai-invest-in-LetsVenture-join-platfor.html>



Social & Media

- **Airmeet:** Airmeet, a platform for hosting rich variety of virtual events. Its mission is to empower organizations and communities in achieving effective collective progress.
 - <https://www.livemint.com/companies/start-ups/airmeet-raises-12-mn-led-by-sequoia-capital-to-accelerate-global-expansion-11600171054548.html>
 - <https://yourstory.com/2020/03/funding-airmeet-investment-accel-india-venturehighway>

Travel & Hospitality

- **Zolo:** India's largest chain of standardized branded PG accommodations. Backed by Nexus Venture Partners
 - <https://inc42.com/flash-feed/zolo-funding/>
 - <https://www.moneycontrol.com/news/business/real-estate/how-branded-hostels-for-working-professionals-are-creating-fortunes-for-investors-2258765.html>
- **Travel Triangle:** TravelTriangle connects customers to travel agents, fetches quotations, customizes trips and makes bookings online. Backed by RB Investments, SAIF Partners and Bessemer Venture Partners
 - <https://www.livemint.com/Companies/35oRubTwx4adBpGjAF51UN/TravelTriangle-raises-10-million-in-Series-B-round.html>
- **Pickyourtrail:** A platform that empowers travelers to create, customize and book vacations. It enables travelers to plan and book personalized international vacations such as honeymoons and family vacations. Travelers are offered with personal itineraries and Travel Genie: a personalized travel journal with travel information and tips.
- **Rizort:** A luxury vacation marketplace that focuses on helping travelers plan an entire vacation. Rizort has closed a seed round of funding of \$2.9 million from a variety of investors that include Blume Ventures, Dream Incubators Japan and a few other angel investors.
 - <https://skift.com/2018/05/25/rizort-raises-2-9-million-for-vr-infused-travel-advice-travel-startup-funding-this-week/>
 - <https://www.proactiveinvestors.com/companies/stocktube/11378/rizort-to-increase-vr-and-ai-capabilities-for-its-luxury-vacation-website-11378.html>

Health Tech

- **Tricog:** Predictive health analytics company backed by Microsoft, GE, Inventus and Blume Ventures
 - <http://fortune.com/2017/05/03/tricog/>
 - <http://www.moneycontrol.com/news/technology/auto/from-saving-hearts-to-spreading-sweetness-3-2405855.html>
- **Medfin:** Discovery platform for medical procedures and financing. Backed by Axilor Ventures
 - <https://www.crunchbase.com/organization/medfin-india>



Large corporates

- **Mahindra Trringo:** Uber of tractors and other farm equipment. A venture launched by the Mahindra Group
 - <http://www.telegraph.co.uk/technology/2016/10/18/uber-for-farmers-tringo-tractor-hailing-app-launched-in-india/>
 - <https://economictimes.indiatimes.com/industry/auto/news/commercial-vehicle/tringo-to-add-value-to-1-million-farmers-in-the-next-one-year-says-mm/articleshow/59647975.cms>
- **GEP:** GEP is a multinational company that provides strategy, software, and managed services to enterprise procurement and supply chain management teams at Global 2000 and Fortune 500 companies worldwide. The company is headquartered in Clark, New Jersey, USA.
- **Aptean:** Aptean is a global leader in enterprise business software, provides targeted ERP, Supply Chain Management and Compliance Solutions to large customers all over the world.

eCommerce

- **Zopnow:** India's largest technology platform for online groceries, currently in partnership with hypermarkets like HyperCITY and More. Operational in 9 cities across India. Backed by Times Internet, Accel Partners, Qualcomm Ventures etc.
 - <http://www.indiaretailing.com/2017/01/11/food/food-grocery/zopnow-enter-high-growth-phase-2017-targets-us-100-million-gmv/>
 - <https://www.vccircle.com/online-grocer-zopnow-raises-10m-dragoneer-existing-investors/>
- **Wakefit:** One of the pioneers to take the sleep solutions segment online. Backed by Sequoia Capital
 - <https://inc42.com/startups/how-sequoia-backed-wakefit-is-using-data-technology-to-democratise-sleep-for-indians/>
 - <https://inc42.com/features/a-shopping-experience-knowledge-of-the-space-and-an-ideal-cofounder-the-serendipitous-story-of-wakefit/>
- **Purplle:** Leading player in beauty eCommerce backed by Blume Ventures, IvyCap Ventures, Mumbai Angels, JSW ventures etc
 - <https://inc42.com/buzz/beauty-products-marketplace-purplle-raises-2-57-mn-funding/>
- **FreshtoHome:** Leading online retailer of fresh, chemical-free seafood and meat backed by a number of Japanese, West Asian and other institutional investors. Backers also include Rajan Anandan and Mark Pincus, founder of Zynga
 - <https://techcrunch.com/2019/05/27/freshtohome-11million-seriesa-funding/>



Mobile First companies

- **Dailyhunt:** India's largest news app and one of the world's biggest mobile application. Publishes news in 17 languages across iOS, Android, Windows and Blackberry platforms. 90Million installs with 2.3Billion pages consumed monthly. Coverage:
 - <https://yourstory.com/2016/10/local-language-app-dailyhunt-raises-25mn-series-d-led-chinese-company-bytedance/>
 - <http://www.livemint.com/Consumer/hUgsVKmgXVNkvG1g0QdPbM/DailyHunt-raises-25-million-in-funding-from-Chinas-ByteDan.html>
- **Ok Credit:** It is a mobile based solution which enables SME's to keep track of the credit given to vendors, suppliers and customers.
 - <https://www.livemint.com/companies/start-ups/okcredit-raises-67-million-from-lightspeed-tiger-global-1568366527700.html>
 - <https://yourstory.com/2019/09/funding-fintech-startup-okcredit-lightspeed-tiger-global-sme>
- **Bobble:** Bobble is a conversation media platform, enriching everyday conversations with expressive and personalized content including stickers, GIFs and emojis, deep localization with over 100 languages.
 - <https://yourstory.com/2020/08/afle-acquires-stake-indigenous-social-keyboard-bobble-ai>
 - <https://www.livemint.com/technology/tech-news/millennials-replace-emojis-with-stickers-thanks-to-ml-1568310360076.html>

Education Tech

- **Great Learning:** Great Learning is an online and blended learning platform designed to empower working professionals to develop relevant competencies and accelerate their career progression
 - <https://www.datasciencecentral.com/profiles/blogs/big-data-analytics-in-india-an-opportunity-worth-choosing>
- **Embibe:** Embibe is the leading provider of edtech products and solutions in the country. It raised venture capital from Lightbox and Kalaari before being acquired by Reliance Industries Limited
 - <https://economictimes.indiatimes.com/industry/energy/oil-gas/ril-completes-acquisition-of-73-stake-in-ai-firm-embibe/articleshow/64562396.cms>
 - <https://www.analyticsindiamag.com/why-reliance-invested-in-ai-based-edtech-startup-embibe/>
- **Upgrad:** Founded by Ronnie Screwvala, UpGrad is an ed-tech platform that provides industry relevant certification programs for working professionals.
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/upgrad-eyes-40-m-in-external-funding/articleshow/62409871.cms>
- **Edfora:** FIITJEE backed online learning, tuition, school management and college search platform
 - <https://economictimes.indiatimes.com/jobs/biggies-blacklisted-but-placements-spring-a-startup-surprise-at-iits/articleshow/55862707.cms>



HR Tech

- **Belong:** An outbound hiring Software-as-a-Service (SaaS) platform that helps enterprises and startups hire people through data science, big data and predictive analytics. Backed by Matrix Partners, Sequoia Capital, Blume Ventures etc.
 - <https://www.vccircle.com/big-data-hiring-startup-belong-raises-10-mn-sequoia-matrix-partners>
 - <https://yourstory.com/2019/02/hiring-skills-rishabh-belong>
- **Greytip:** Saas-based HR tech startup focusing on SMBs. Backed by Blume Ventures, NEA & Infoedge.
 - <https://yourstory.com/2019/10/startup-funding-hr-payroll-software-solutions-greytip-info-edge-megadelta-capital>

Logistics Tech

- **Rivigo:** India's most tech intensive logistics company. Backed by SAIF Partners and Warburg Pincus
 - <https://inc42.com/buzz/logistics-rivigo-funding/>
 - <https://economictimes.indiatimes.com/small-biz/money/rivigos-total-revenue-for-fy17-zooms-170-to-rs-402-crore/articleshow/61331502.cms>
- **Yulu:** On demand bicycles sharing. They use IoT technology to create a vast network of shared dockless bicycles that can be rented easily by a user-friendly app in pay per use business model. Backed by Blume Ventures
 - <https://www.entrepreneur.com/article/326878>
 - https://www.business-standard.com/article/companies/yulu-bikes-peddle-your-way-to-beat-the-traffic-and-make-a-greener-tomorrow-118112000349_1.html
- **Vogo:** Vogo offers keyless bike rentals and scooter rentals across Bangalore & Hyderabad.
 - <https://www.livemint.com/companies/start-ups/two-wheeler-rental-startup-vogo-in-talks-to-raise-up-to-50-million-1561047716383.html>
 - <https://yourstory.com/2019/11/funding-startup-vogo-bike-rental-kalaari-capital-matrix-partners>

Sports Tech

- **Playo:** India's leading sports based social network and marketplace for booking sports activities and playgrounds. <https://playo.co/>

Fin Tech

- **ZestMoney:** One of India's leading consumer lending platforms. Backed by Xiaomi and Alteria Capital
 - https://www.business-standard.com/article/companies/digital-lending-platform-zestmoney-raises-13-4-mn-funding-led-by-xiaomi-118082700465_1.html
 - https://www.business-standard.com/article/news-ani/zestmoney-aims-to-disburse-skill-loans-worth-100-mn-119013100521_1.html



Fin Tech

- **ClearTax:** Cleartax is India's No. 1 Tax & Investing platform which aims to simplify our financial lives. Backed by Sequoia Capital and SAIF Partners.
 - <https://www.livemint.com/Companies/uz1khVL34wvf5Mz19wEfIK/ClearTax-raises-300-crore-from-Composite-Cap-others.html>
- **Market Pulse:** Market pulse app is one of the top 3 rated financial app in India. It provides all the necessary intelligence, speed and power to traders to make more informed trading decisions
- **Upstox:** Upstox is one of the largest low-cost brokerage firms in India. Backed by Kalaari Capital, GVK Davix and others
 - <https://yourstory.com/2016/02/rksv-funding/>
- **Instamojo:** India's leading digital payments and services platform for SMBs. Backed by Blume Ventures, Kalaari Capital and Japanese payments company Anypay and other Japanese institutions
 - <https://yourstory.com/2019/01/instamojo-raises-funds-series-b>
 - https://www.business-standard.com/article/news-ians/mumbai-metro-tie-up-with-instamojo-for-card-payments-119051501156_1.html
- **SlicePay:** Student micro-financing startup backed by Blume Ventures, Das Capital, Simile Ventures etc.
 - <https://www.livemint.com/companies/start-ups/student-microfinancing-start-up-slice-pay-gets-rbi-licence-for-nbfc-play-1548405211531.html>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/finup-finance-slice-pay-in-series-a-deal-estimated-at-15-million/articleshow/65651071.cms>
- **Acko:** India's leading online insurer backed by Binny Bansal, Amazon, Accel Partners, SAIF Partners and many other global VCs and family offices
 - <https://www.livemint.com/companies/start-ups/binny-bansal-others-lead-65-million-funding-in-acko-1552485155268.html>
 - <https://www.thehindubusinessline.com/money-and-banking/online-insurer-acko-general-promises-3-day-claim-guarantee/article25009625.ece>
- **Varthana:** Varthana specializes in providing debt financing and support to affordable private schools. Backed by Chrys Capital, Elevar Equity, LGT Venture Philanthropy, Omidyar Network and Kaizen Private Equity
 - <https://www.livemint.com/Companies/tha30GIYYK2Wb6Z1RhBEmN/Varthana-raises-Rs350-crore-from-ChrysCapital-others.html>
- **Leap Finance:** Leap finance creates modern financial products & services that help Indian students pursue a global career.
 - <https://yourstory.com/2020/03/funding-fintech-startup-leap-finance-sequoia-india-kunal-shah>
 - <https://www.livemint.com/companies/start-ups/education-focused-lender-leap-finance-raises-5-5-million-led-by-sequoia-11583238918949.html>



Fin Tech

- **Wealthy.in:** Wealthy helps people to grow their money in a personalized, unbiased and technological way by helping people in invest in market.
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/wealthy-in-raises-1-3-million-from-good-capital-emvc/articleshow/71721314.cms>
 - <https://yourstory.com/2019/10/wealthyin-fintech-startup-good-capital-funding>
- **Razorpay:** Razorpay offers a fast, affordable & secure way for merchants, schools, ecommerce & other companies to accept & disburse payments online, own a fully-functional current account and avail working capital loans.
 - <https://www.zeebiz.com/small-business/news-accelerating-sme-growth-suite-of-products-for-msmes-from-razorpay-with-eyes-on-50-billion-144168>
 - <https://yourstory.com/2020/12/year-in-review-2020-product-roadmap-zerodha-razorpay-rapido-dunzo>
 - <https://www.livemint.com/companies/start-ups/razorpay-launches-app-store-for-merchants-enters-health-insurance-space-11608294390299.html>
- **Fisdom:** Fisdom is a mutual fund investment app. It focuses on financial technology for underserved consumers and businesses in emerging markets.
 - <https://yourstory.com/2020/12/funding-alert-fisdom-fresh-investment-payu>
 - <https://www.livemint.com/Companies/ADiDXa17rfp9dPBb73iq8L/Wealth-management-startup-Fisdom-raises-Rs25-crore.html>

Autonomous Vehicles, Electric Vehicles, Robotics & Drones

- **Invento:** Makers of the famous Mitra Robot that was inaugurated by Prime Minister Modi and Ivanka Trump at the Global Entrepreneurship Summit
 - <https://www.mitrarobot.com/>
 - <https://economictimes.indiatimes.com/small-biz/startups/features/watch-mitra-robot-greets-ivanka-pm-modi-at-ges-2017/videoshow/61837517.cms>
- **Systemantics:** They build industrial robots for the manufacturing sector. Backed by Blume Ventures, Accel Partners and Infosys cofounder Nandan Nilekani
 - <https://economictimes.indiatimes.com/small-biz/startups/robotics-firm-systemantics-gets-next-round-of-funding-from-nandan-nilekani/articleshow/51217314.cms>
- **Skylark Drones:** India's leading provider of drones and associated solutions with applications across various sectors viz. highways, railways, urban and rural development, power, solar, mining, agriculture etc
 - https://www.huffingtonpost.in/entry/from-startup-hubs-to-government-corridors-indias-drone-industry-takes-flight_in_5c516b3de4b0d9f9be6ab7ad
 - https://www.business-standard.com/article/companies/with-draft-rules-in-place-skylark-drones-to-deploy-uavs-at-tata-steel-mine-118120600863_1.html
- **Ati Motors:** Self-driving cargo vehicle for factory floors, warehouses and construction sites
 - <https://www.financialexpress.com/auto/car-news/ati-motors-introduces-self-driving-cargo-vehicle-for-factory-floors-warehouses-and-construction-sites-load-capacity-details-specs/1870038/>
 - <http://www.forbesindia.com/article/ai-work/sherpa-wonder-wheels-of-ati-motors/50731/1>



Cloud Computing, SaaS & Business Software

- **Idfy:** India's most tech intensive identity management and background check company
 - http://www.business-standard.com/article/companies/we-are-helping-firms-manage-risks-and-detect-frauds-idfy-s-ashok-hariharan-118010800010_1.html
 - <http://www.thehansindia.com/posts/index/Technology/2016-06-07/Introduction-to-IDfy-a-Start-up-in-Technology-space/233487>
- **Vymo:** Sales force automation and sales effectiveness software. Backed by Microsoft and Sequoia
 - <https://economictimes.indiatimes.com/small-biz/money/sales-analytics-startup-vymo-receives-5-m-in-funding/articleshow/55554801.cms>
 - <https://yourstory.com/2017/04/vymo-tech/>
- **E2E Networks:** India's biggest home grown cloud computing platform. Backed by Blume Ventures & listing shortly on NSE
 - <https://www.medianama.com/2018/03/223-cloud-computing-startup-e2e-networks-to-list-on-nse-emerge/>
 - <https://www.vccircle.com/blume-venture-eyes-stellar-partial-exit-through-e2es-planned-ipo/>
- **Exotel:** Exotel is a cloud telephony platform that powers communication for enterprises, startups and small and medium enterprises in India and Southeast Asia. They provide APIs that help companies devise their own communication flow. Backed by Blume Ventures
 - <https://techcircle.vccircle.com/2018/03/22/with-no-fresh-funding-in-6-years-how-has-exotel-managed-to-stay-profitable/>
- **Freshworks:** India's leading sales and support software company backed by Accel, Tiger Global, Sequoia, Google Capital etc
 - <https://economictimes.indiatimes.com/small-biz/startups/tech-startup-freshdesk-gets-fresh-investments-from-google-capital-tiger-global-accel-partners/articleshow/46988628.cms>
 - <https://www.freshworks.com/>
- **DeepSource:** DeepSource is a SaaS startup which helps developers find and fix bugs in their code automatically
 - <https://yourstory.com/2020/10/tech30-deepsource-ycombinator-sanket-saurav>

Blockchain & Cryptocurrencies

- **Unocoin:** India's leading cryptoassets and blockchain company. Backed by Blume Ventures. <https://www.unocoin.com/>

AI/ ML/ Big Data

- **Active.AI:** India's leading AI/ML company that offers chatbots for large banks to interact with their customers. Funded by leading VC funds like Kalaari and IDG ventures. Coverage:
 - <https://yourstory.com/2017/07/active-ai-omni-channel-platform-banks-customer-engagement/>
 - <http://www.thehindubusinessline.com/info-tech/singaporebased-fintech-startup-activeai-raises-3mn-funding/article9343515.ece>



AI/ ML/ Big Data

- **Merak.ai:** Machine learning solutions for handwriting recognition, digitization, smart KYC etc
- **Liv.AI:** Deep artificial intelligence and neural networks to communicate with machines in 10 different languages. Winner of the Amazon AI awards 2017
 - <https://economictimes.indiatimes.com/small-biz/startups/features/nine-things-this-startup-has-done-better-than-google-apple-and-amazon-liv-ai/articleshow/61995233.cms>
 - http://www.business-standard.com/article/companies/liv-ai-giving-voice-to-a-billion-people-117082000813_1.html
- **Streamoid:** Streamoid offers AI solutions to personalize customer interactions in the fashion industry. Backed by Target
 - <https://economictimes.indiatimes.com/small-biz/startups/aditya-birla-groups-abof-integrates-ai-based-system-to-personalise-customer-experience/articleshow/53608118.cms>
- **Factors.ai:** Factors.ai is an end-to-end marketing analytics platform that integrates across data silos to deliver focused AI-fueled actionable insights.

Tech conglomerates

- **Info Edge:** Owner of the leading online properties- Naukri, Jeevansaathi, Shiksha, 99acres. One of the few listed internet companies in India. Investor and significant shareholder of ventures like Zomato, PolicyBazaar, Meritnation etc.
- **Microsoft:** One of the world's biggest companies



Hexaware Technologies - Letter of Intent - Offer Acceptance - GET - Virtual Campus 2023 Batch

1 message

Hexaware Technologies Limited via Superset <notifications@email.joinsuperset.com>
To: krishna18100prasad@gmail.com

Tue, Oct 4, 2022 at 11:17

Dear Rachapalli Naga Rama Krishna Prasad,

Greetings from Hexaware Technologies!

Congratulations!

We are delighted to inform you that you are selected in our GET - virtual campus recruitment process - 2023:

Please treat this as a confirmation of the selection and note that this offer is subject to you strictly meeting the requisite eligibility criteria mentioned during registration for Hexaware Technologies - GET Virtual Campus recruitment process.

Note:- Initially training would commence in our Chennai Campus, after successfully completion of training final location shall be decided as per business requirement.

[Go to Offer Page](#)

Or kindly follow the below steps to accept the offer:

- Log in to your Superset account on app.joinsuperset.com
- Go to **Job Profiles** tab
- Filter on **Offered** jobs or search the job profile you received an offer in
- Click on the job profile name to navigate to job profile details
- Click on Accept Offer

We advise you to keep the same contact details (Phone number and email id) active, as we will be doing all the communication to you on the details that we have registered as given by you during our process.

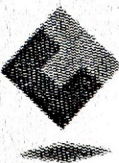
We wish you all the best and assure you of continuous engagement!

It is mandatory to confirm your acceptance of the offer by uploading the signed and scanned copy on Superset within 5 days.

Regards,

Hexaware Campus Team.





CORIOLIS
TECHNOLOGIES

Coriolis Technologies Pvt. Ltd.
<http://www.coriolis.co.in>
info@coriolis.co.in

26 September 2022

Rahul Kumar

Address: Ward No -21 (Nagar) Near Shiv Mandir,
Ratanpur, Begusarai Bihar -(851101)

Ref: CTPL/EO/HR/26-09-2022/001

Sub: Member, Technical Staff, offer letter

Dear Rahul,

Pursuant to our discussions, we are pleased to make you an offer for the position of **Member Technical Staff**, at gross emoluments totaling **Rs. 550,000/- per annum**, preferably starting on the **01st June 2023**. Please see the attached compensation structure document for details.

Please note that this offer is valid, if and only if,

1. accepted on the date of issue,
2. your LinkedIn profile is updated to reflect the same,
3. you join duty not later than 3 days from the start date mentioned above and
4. your background verification pans out.

Kindly return a signed copy of this offer letter as an indication of your understanding of the compensation structure and acceptance of the terms and conditions, along with a probable date of joining.

We look forward to welcoming you to Coriolis Technologies.

Sincerely,

Prajakta Diwan
Manager - HR and Administration

I, Rahul Kumar, accept the offer.

Date:

~~21-09-2022~~
26-09-2022
(26 September 2022)

Expected joining date: 01 June 2023

Signature:

FY23 GDN GRADUATE

Onboarding: Siemens

Scholarship Program (SSP)

Inbox



Kukreja, Ranjeeta 10:42 am

to akshayabv6@gmail.com, ...



Dear students,

Congratulations! We are happy to inform you that you have been selected as GDN Graduates. Please refer the attached PPT for the onboarding plan with timelines.

The selected 19 students are below and have been grouped into two batches based on your examination dates. The plan for 12 candidates is joining on June 1 and the remaining 7 are planned to be onboarded on 1st October. **The details from HR regarding offer letter, etc will come shortly.** We wish you all the best and look forward to you all joining in the House of Siemens.

Regards,

Ranjeeta


99+

Mail

Chat

Spaces

Meet



Q hr

X

Active

1 of many

Re: Required Documents

Inbox

h

hr@resiliencesoft.com

to me

Dear Praduman,

Greetings from Resiliencesoft!!!

We are glad that you have been selected in our organization. For the further proceedings of your joining in our Organization, we need the following documents 3 sets of photocopies:-

1. Mark sheets of 10th and 12th, graduation final year- 2 sets
2. Aadhar card and pan card copy (Mandatory)- 3 sets
3. 1st page of your bank passbook- 2 sets
4. passport size photo -3

Office address:- 2nd Floor Emerald Plaza, Telephone Exchange Road, Opposite CG Plaza, Bilaspur (C.G) Pin 495001

Feb 7, 2023, 10:41 AM (1 day ago)



Acceptance of TCS Offer Letter

Inbox



TCS Recruitmen... 9/21/2022

to me ▾



Dear RAGHAV MISHRA,,

Thank you for accepting our offer of employment.

We look forward to having you on-board Team TCS

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

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

=====

Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message





Move forward.
Take the world with you.



INFOSYS CERTIFICATION



Hello!

Congratulations! You have cleared the pre-placement interview through Infosys Certification to receive a job offer for the Digital Specialist Engineer role at Infosys.

The Systems Engineer Specialist has been redefined as the Digital Specialist Engineer (DSE) role. It is a niche technical role that requires full-stack capabilities and skills like analytics, artificial intelligence, automation, big data, cloud, cybersecurity, data consulting, digital commerce, interaction, and marketing. Digital specialist engineers work across Infosys business units on special projects to develop integrated applications and bring agility in development with DevSecOps culture.

The compensation offered for this role is INR 6.25 lakhs per annum.

Please note:

1. This is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.
2. You might have appeared in PPI for a different role. The role offered to you is at par with the assessment of your skills from the interview.

In case of any queries, please contact your placement office or write to us at infyfq@infosys.com.

Best regards,

Team InfyTQ
Infosys



HCL || Final Confirmation || Batch 2023

Inbox

**Juisha Thomas** 24 Mar

to me ▾



Dear Candidate,

Greetings from HCLTech!

We are glad to inform you that you have been selected for the opportunity with HCL.

Registered Name	College	UG - Degree Specialization
SWATI KUMARI	OTHER/GURU GHASIDAS UNIVERSITY	COMPUTERS ENGINEERING

Important Points:

1. CTC offered: INR 4.25 LPA
2. Selected Candidate should be willing to work on any assignment assigned by HCL Technologies including 24*7 operations and Shifts, willing to learn.
3. Selected Candidate should be Willing to work in



99+





Bhattacharyya, Srij... 16 Mar

to ▾

**PUBLIC**

Hi,

Thank you so much for taking an interest in Standard Chartered and participating in our annual diversity hackathon.

Based on your performance and feedback from your SME, we would like to make you an offer for a full-time job with Standard Chartered GBS for a Software Development role.

PFB details of the offer:

- *Position : Development Engineer*
- *Location: Chennai/Bangalore*
- *CTC: INR 8.25 LPA (INR 7.5 LPA Fixed plus INR 75k (10% of Fixed) annual target bonus)*
- *Relocation Benefits: One time payment of INR 1 Lakh as relocation allowance plus benefits like air travel reimbursement and initial accommodation of 15 days on relocation from home location to office*
- *Joining: July 2023 (tentative)*





HackWithInfy 2022: Congratulations! You have a job offer for Digital Specialist Engineer role

Inbox



Infosys Freshers R... 3 days ago
to Infosys ▾



Dear Student,

Congratulations! You have cleared the pre-placement interview through HackWithInfy 2022 to receive a job offer for the **Digital Specialist Engineer** role at Infosys.

It is a niche technical role that requires full-stack capabilities and skills like analytics, artificial intelligence, automation, big data, cloud, cybersecurity, data consulting, digital commerce, interaction, and marketing. Digital specialist engineers work across Infosys business units on special projects to develop integrated applications and bring agility in development with DevSecOps culture. The compensation offered for this role is **INR 6.25 lakhs per annum**.

Please note:

1. This is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you
2. You might have appeared in PPI for a different role. The role offered to you is at par with the assessment of your skills from the interview.

Please feel free to write to us at HackWithInfy@infosys.com for any clarifications.

Best regards,

Team HackWithInfy
Infosys

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Hexaware Technologies || PGET Off-Campus Select 2023 Batch



Inbox

**campusconnect** 12:47 PM

to me ▾

Dear Sai Lakshmi Dusi,

Superset ID - 3606210

Greetings from Hexaware Technologies!

Congratulations! We are delighted to inform you that you have been selected for our **PGET - Virtual Off Campus recruitment process – 2023.**

CTC Offered	6,00,000 Per annum
Designation	Premier Graduate Engineer Trainee (PGET)

12:49

Premier Graduate Engineering
Trainee (PGET)

4G



Please treat this as confirmation of the selection, subject to your candidature strictly meeting the requisite eligibility criteria mentioned during registration for Hexaware Technologies – IMS Virtual Campus recruitment process.

Further details on the Letter of Intent will be shared subsequently.

Warm Regards,

Campus Recruitment Team

This e-mail communication and any attachments to it are confidential and privileged to Hexaware and are strictly intended only for the personal and confidential use of the designated recipient(s) named above. If you are not the intended recipient of this message, you are hereby notified that any review, dissemination, distribution or copying of this message is strictly prohibited and may be unlawful.

Please notify the sender immediately and destroy all copies of this message along with all attachments thereto.

2173797 / ELTP-CAMPUS / 2023

15-Dec-2022

Subject: Letter of Intent

Dear Saurabh,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum score of **70% or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course
- You complete the set of learning courses mentioned in **Annexure-A** and clear Tech Mahindra certification test.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 3 (Three) months** from the date of joining.
- You will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

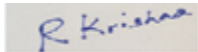


We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on Campusjoining@techmahindra.com

This Letter of Intent shall cease to be valid on **30-Jun-2023** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



Krishna Ramaswamy

Head - Resource Management Group

Annexure - A

Learning and Certification

Selects to learn the below Udemy courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

Category	Udemy Course Name	Course Duration (in Hrs)
Programming Foundations	Programming 101	4.5
Data Structures & Algorithms	Data Structures A-Z : Data Structures + Algorithms Bootcamp	7.5
Web Programming	Complete Web Design Course: HTML, CSS, Javascript and jQuery & Vue JS	27.5
Linux Fundamentals	Learn Linux in 5 Days and Level Up Your Career	13.5
Shell Scripting	Bash Shell Scripting: Crash Course For Beginners	5.5
SQL	SQL for Beginners: Learn SQL using MySQL and Database Design	8
Python basics	The Python Bible Everything You Need to Program in Python	9
Cloud Computing	A Practical Introduction to Cloud Computing	2.5
Agile & Scrum	Agile Fundamentals: Including Scrum and Kanban - 2022	4.5
Software Testing	Certified Tester ISTQB Foundation Level (CTFL) - Updated 2022	9.5
Communication	The Art of Communications ? Become a Master Communicator	4
Email Writing	Write Better Emails: Tactics for Smarter Team Communication	1.5
Business Etiquettes	Business Etiquette 101: Social Skills for Success	4.7

Annexure - B

Total Cost to Company (TCC) (Per Annum)	325000
Components of Total Cost to Company	INR. (Per Annum)
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	280985
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total.....(A)	312206
Additional Benefits....(B)	12794
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) -----(A) + (B)	325000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of INR 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of INR 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be INR 2 lakhs .	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto INR 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Shubam Varshney,

11th August 2022

We are pleased to offer you the post of **Technical Trainee** with Gemini Solutions Private Limited as of **11th August, 2022** and you will report to us on **2nd January 2023, Monday** post which we shall make your final assignments. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such position and as the Board of Directors, or its authorized representative may from time to time require. You shall devote your full business efforts, time to the company, and agree to perform your duties faithfully and to the best of your ability. **You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration without the prior approval of your supervisor.**

To address and appropriately deal with any instances or behaviour that comes under following clauses, Zero Tolerance Policy (ZTP) (which includes immediate termination) is applicable to all employees of Gemini Solutions:

- a) Demonstrate non-professional behaviour/attitude towards customer/ clients.
- b) Usage of profane, vulgar, or abusive language.
- c) Offensive or inappropriate references to Race, Ethnicity, Religion, Gender, Lifestyle, Sexual Orientation, Disability and Age.
- d) Consistent interruptions in a rude and sarcastic manner with client.
- e) Unauthorized release of confidential information.
- f) Inappropriate fraternization with clients.
- g) Coming to work intoxicated or any disciplinary issues on the floor.
- h) Extended unscheduled breaks, unapproved/ unscheduled leaves, reporting late to work etc.
- i) Disparaging remarks about Gemini Solutions or Clients.

If the ZTP Committee decided to terminate the concerned employee immediately, then the standard full and final procedures are followed after the due consideration depending on seriousness of issue.

You understand and Agree that neither your job performance nor promotions, commendations, bonuses or the like from the Company give rise to or in any way serve as the basis for modification, amendment, or extension, by implication or otherwise, of your employment with the Company.

You will be compensated **Rs.15,500 (Fifteen Thousand Five Hundred only)** per month for the work performed during the training. You will be paid in accordance with the company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will be eligible for paid leave and paid holidays only as approved by your supervisor. The company will provide you with free Lunch and refreshments as additional benefit.

Registered Office: H-324, Gali No.-6, Raj Nagar-II, Palam Colony South West Delhi-110077

Principal Place of Business: Plot No. 119, Udyog Vihar, Phase I, Sector 20, Gurugram, Haryana 122016

Branch Office: 1st Floor, Plot No 5, IT Park, Sector-22, Panchkula, Haryana 134112

CIN No: U72900DL2014PTC344614, Phone No: +91 124 6266300, Email: info@geminisolutions.in

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties hereunder, in accordance with the Company's expense reimbursement policy as in effect from time to time.

The company will invest a lot of time, money and energy in training you so it is mandatory for you to complete the training.

You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences and binding effect of this letter.

This letter, together with any agreement you enter with the Company represents the entire agreement and understanding between the parties as to the subject matter herein and supersedes all prior or contemporaneous agreements, whether written or oral. In the event that any provision hereof becomes or is declared by a court of competent jurisdiction to be illegal, unenforceable or void, this letter will continue in full force and effect without said provision.

No waiver, alteration, or modification of any of the provisions of this Agreement will be binding unless in writing and signed by duly authorized representatives of the parties hereto. The internal substantive laws, but not the choice of law rules, of the State of India, shall govern this letter.

The conversion will take place on successful completion of your training period for 6 months. During this time, you will receive advice, training and guidance to help you become familiar with, and competent in, performing the work you have been appointed to do. Only after successful completion of this training period (based on the tests conducted and analysis of your seniors), the company will decide on its sole discretion whether you will be offered a full-time job employment or not. If given a full-time offer, after your acceptance you will be transferred to the company's permanent payroll and post that your package will range between **INR 7,20,000 (Seven Lacs twenty thousand Only)** to **INR 8,00,000 (Eight Lacs Only)** depending on your performance in the training period.

Employee agrees that he/she shall execute a Service Bond for a minimum period of **24 Months** from the day of joining to a full-time employee and if the Employee quits Gemini Solutions for any reason whatsoever before completion of two years there from, he/she will have to make a payment of Rs.2,00,000/- (Two lakhs) to Gemini Solutions on demand, without demur and will not be awarded any certificate of completion of his/her training.

If you choose to accept this offer, please sign a copy of this letter in the space. We hope that this offer will be favourably received and we look forward to working with you at Gemini Solutions Private Limited. Your anticipated start date is **2nd January 2023, Monday**.

Registered Office: H-324, Gali No.-6, Raj Nagar-II, Palam Colony South West Delhi-110077 **Principal**
Place of Business: Plot No. 119, Udyog Vihar, Phase I, Sector 20, Gurugram, Haryana 122016 **Branch**
Office: 1st Floor, Plot No 5, IT Park, Sector-22, Panchkula, Haryana 134112 **CIN No:**
U72900DL2014PTC344614, Phone No: +91 124 6266300, Email: info@geminisolutions.in

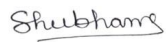
Sincerely,



Priyanka Gubrele
Assistant Vice President - Human Resource
Gemini Solutions Private Limited

I, **Shubam Varshney** accept the salary and position offered to me by Gemini Solutions Private

Limited. Signature Date: ()



23-08-2022

Registered Office: H-324, Gali No.-6, Raj Nagar-II, Palam Colony South West Delhi-110077 **Principal**
Place of Business: Plot No. 119, Udyog Vihar, Phase I, Sector 20, Gurugram, Haryana 122016 **Branch**
Office: 1st Floor, Plot No 5, IT Park, Sector-22, Panchkula, Haryana 134112 **CIN No:**
U72900DL2014PTC344614, Phone No: +91 124 6266300, Email: info@geminisolutions.in



Offer: Computer Consultancy
Ref: TCSL/DT20229558998/Mumbai
Date: 07/06/2022

Mr. Suraj Patel
Village - Kamta , Post - Ujari Sikathi,
Bhabua,
Bhabua-821101,
Bihar.
Tel# 91-7564929798

Dear Suraj Patel,

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. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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 (detailed under Terms &

TCS Confidential
TCSL/DT20229558998

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TATA CONSULTANCY SERVICES

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



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.

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.



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 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.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

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.

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.



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 required 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. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve 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 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 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 TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

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.

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 Sri Lankan 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 :

*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. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.

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.

**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



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

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



GROSS SALARY SHEET

Annexure 1

Name	Suraj Patel
Designation	Assistant System Engineer-Trainee
Institute Name	Guru Ghasidas Vishwavidyalaya, Bilaspur

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
3) City Allowance	200	2,400
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
Xplore/ Learning Incentive****		Upto 60,000

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 Program.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. 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



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
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	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	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
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
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	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
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

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.



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 filing 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.



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.



(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.



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 or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(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.



Offer: Computer Consultancy

Ref: TCSL/DT20223156681/Hyderabad

Date: 24/11/2022

Mr. Mahesh Babu Vavila
D.No - 11/27/7a, Kethireddy Street,
Ramurthy Peta,
Nellore-524201,
Andhra Pradesh.
Tel# 91-9407927096

Dear Mahesh Babu Vavila,

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 assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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 (detailed under Terms &

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TCSL/DT20223156681

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 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



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.

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.



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 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.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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:

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3

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 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



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.

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.





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 required 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. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

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

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve 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 in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

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.

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 :

TCS Confidential

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TCSL/DT20223156681

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 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



- *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. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.

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.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not

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TCSL/DT20223156681

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 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



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



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

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



GROSS SALARY SHEET

Annexure 1

Name	Mahesh Babu Vavila
Designation	Assistant System Engineer-Trainee
Institute Name	Guru Ghasidas Vishwavidyalaya, Koni, Bilaspur-495 009, Chhattisgarh.

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
3) City Allowance	200	2,400
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
Xplore/ Learning Incentive****		Upto 60,000

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 Program.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. 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



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
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	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	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
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
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	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
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

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.



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 filing 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.



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.



(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.



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 or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(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.

11th August 2022

Dear **Yudhishtir**,

We are pleased to offer you the post of **Technical Trainee** with Gemini Solutions Private Limited as of **11th August, 2022** and you will report to us on **2nd January 2023, Monday** post which we shall make your final assignments. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such position and as the Board of Directors, or its authorized representative may from time to time require. You shall devote your full business efforts, time to the company, and agree to perform your duties faithfully and to the best of your ability. **You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration without the prior approval of your supervisor.**

To address and appropriately deal with any instances or behaviour that comes under following clauses, Zero Tolerance Policy (ZTP) (which includes immediate termination) is applicable to all employees of Gemini Solutions:

- a) Demonstrate non-professional behaviour/attitude towards customer/ clients.
- b) Usage of profane, vulgar, or abusive language.
- c) Offensive or inappropriate references to Race, Ethnicity, Religion, Gender, Lifestyle, Sexual Orientation, Disability and Age.
- d) Consistent interruptions in a rude and sarcastic manner with client.
- e) Unauthorized release of confidential information.
- f) Inappropriate fraternization with clients.
- g) Coming to work intoxicated or any disciplinary issues on the floor.
- h) Extended unscheduled breaks, unapproved/ unscheduled leaves, reporting late to work etc.
- i) Disparaging remarks about Gemini Solutions or Clients.

If the ZTP Committee decided to terminate the concerned employee immediately, then the standard full and final procedures are followed after the due consideration depending on seriousness of issue.

You understand and Agree that neither your job performance nor promotions, commendations, bonuses or the like from the Company give rise to or in any way serve as the basis for modification, amendment, or extension, by implication or otherwise, of your employment with the Company.

You will be compensated **Rs.15,500 (Fifteen Thousand Five Hundred only)** per month for the work performed during the training. You will be paid in accordance with the company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will be eligible for paid leave and paid holidays only as approved by your supervisor. The company will provide you with free Lunch and refreshments as additional benefit.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties hereunder, in accordance with the Company's expense reimbursement policy as in effect from time to time.

The company will invest a lot of time, money and energy in training you so it is mandatory for you to complete the training.

You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences and binding effect of this letter.

This letter, together with any agreement you enter with the Company represents the entire agreement and understanding between the parties as to the subject matter herein and supersedes all prior or contemporaneous agreements, whether written or oral. In the event that any provision hereof becomes or is declared by a court of competent jurisdiction to be illegal, unenforceable or void, this letter will continue in full force and effect without said provision.

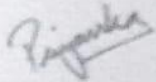
No waiver, alteration, or modification of any of the provisions of this Agreement will be binding unless in writing and signed by duly authorized representatives of the parties hereto. The internal substantive laws, but not the choice of law rules, of the State of India, shall govern this letter.

The conversion will take place on successful completion of your training period for 6 months. During this time, you will receive advice, training and guidance to help you become familiar with, and competent in, performing the work you have been appointed to do. Only after successful completion of this training period (based on the tests conducted and analysis of your seniors), the company will decide on its sole discretion whether you will be offered a full-time job employment or not. If given a full-time offer, after your acceptance you will be transferred to the company's permanent payroll and post that your package will range between **INR 7,20,000 (Seven Lacs twenty thousand Only)** to **INR 8,00,000 (Eight Lacs Only)** depending on your performance in the training period.

Employee agrees that he/she shall execute a Service Bond for a minimum period of **24 Months** from the day of joining to a full-time employee and if the Employee quits Gemini Solutions for any reason whatsoever before completion of two years there from, he/she will have to make a payment of Rs.2, 00,000/- (Two lakhs) to Gemini Solutions on demand, without demur and will not be awarded any certificate of completion of his/her training.

If you choose to accept this offer, please sign a copy of this letter in the space. We hope that this offer will be favourably received and we look forward to working with you at Gemini Solutions Private Limited. Your anticipated start date is **2nd January 2023, Monday**.

Sincerely,

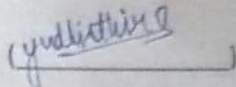


Priyanka Gubrele
Assistant Vice President - Human Resource
Gemini Solutions Private Limited

I, Yudhishtir Gour accept the salary and position offered to me by Gemini Solutions Private

Limited. Signature

Date: 24 August, 2022





Offer: Computer Consultancy
Ref: TCSL/DT20206672643/Pune
Date: 21/09/2022

Mr. Yuvraj Singh
Flat No-403, Parsouni Plaza, Ramnagri MoreAshiana Digha Rd,
Opp Pizza Hut,
Patna-800025,
Bihar.
Tel# 91-9334345085

Dear Yuvraj Singh,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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 (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** 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 INR **7,500/-** 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 INR **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.



4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR **4,300/-**. 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.

Performance Bonus

Your Performance Bonus will be INR **3,100/-** 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.

Performance Bonus 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 Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR **400/-** per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR **70,000/-** payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.



OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

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**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.

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 required 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. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

3. Probation Period

You will be on probation for three months. Your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment without any notice or payment in lieu thereof in case your performance, behaviour and/or conduct during the probation period is found unsatisfactory or the Back Ground Check turns out negative.

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 to 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 probation 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 written permission of TCSL.



9. Confidentiality Agreement

As part of your acceptance of this offer 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 your appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. 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.

11. 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 serve TCSL as per the Notice Period clause mentioned below.

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. 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.

12. 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.



13. 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.

14. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve 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 in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

15. 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.

16. 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.

17. 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.



18. 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 probation/service without notice.

19. 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 :
 - *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

20. 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. If you are requested to join TCSL in spite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.

21. 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.

22. 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.



23. 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.

24. 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.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 3 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



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

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



GROSS SALARY SHEET

Annexure 1

Name	Yuvraj Singh
Designation	Systems Engineer
Institute Name	Guru Ghasidas Vishwavidyalaya, Koni, Bilaspur-495 009, Chhattisgarh.

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
2) Performance Pay		
Monthly Performance Pay	4,300	51,600
Performance Bonus*	3,100	37,200
3) City Allowance	400	4,800
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
TOTAL GROSS	51,844	7,00,022
Xplore/ Learning Incentive****		Upto 60,000

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.

*** 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.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,272	2,07,264
GROSS BOUQUET OF BENEFITS	26,522	3,18,264

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
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	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	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
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
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	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
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

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.



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 filing 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.



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.



(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.



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 or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(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.