



# SREE SIDDAGANGA COLLEGE OF ARTS, SCIENCE AND COMMERCE



Affiliated to Tumkur University

B. H. Road, Tumkur - 572102

Reaccredited with 'B<sup>++</sup>' grade, with CGPA 2.82 by NAAC in 3<sup>rd</sup> Cycle

E-mail: [principal.sscasc@gmail.com](mailto:principal.sscasc@gmail.com)

Phone no: [0816 2278569](tel:0816 2278569)

Website: [www.sscasc.in](http://www.sscasc.in)

## Students placed during the year 2022-23

Sl. No	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details
1	HARSHITHA P	BSc	2023	EY-BUIDINGS
2	LIKHITHA A.M	BSc	2023	OUTSHINY
3	SHBANA B	BSc	2023	HARSHA INTERNATIONAL SCHOOL
4	RASHMI G R	BCA	2023	AVANKIA
5	GANESH V	BCA	2023	SRI CHAITANYA TECHNO SCHOOL
6	NAGASHREE HR	BCA	2023	CARITOR
7	R.ROHITH	BSc	2023	RETROFIT TECHNOLOGY
8	MOHAN KUMAR K	BCA	2023	HASIRU DALA
9	NANDAN M	BCA	2023	TCS
10	CHANDHAN M V	BCA	2023	TCS
11	SHIVU T J	BCA	2023	TCS
12	TEJUS G	BCA	2023	TCS
13	AYESHA SULTANA	BCA	2023	TCS
14	SHREE LAKSHMI A	BCA	2023	TCS
15	PREETHI H	BCA	2023	TCS
16	MURALIDHARA S	BCA	2023	TCS
17	V K RAKESH	BSc	2023	TCS
18	MEGHANA B M	BCA	2023	TCS




## PROVISIONAL ENGAGEMENT LETTER

ABPM/Town Hall Square

Sri/Smt. RAKSHITHA M s/o w/o D/o MAHESWARAPPA  
is hereby provisionally engaged as GDS ABPM/ Dak Sevak, Town Hall Square, S.O/w  
Chikkaballapur H.O SO with effect from 07/08/2020. He/She shall be paid  
TTEA as are admissible from time to time. His/her date of birth is 20/06/2000

Sri/Smt. RAKSHITHA M should clearly understand  
that his/her engagement as GDS-BPM/MC/MD/SV/MM/Pkr is subject to verification of original  
certificates from the respective issuing authorities and shall be in the nature of contract liable to be  
terminated by him or by the undersigned by notifying the other in writing and that his/her  
conduct and service shall also be governed by the Department of Posts Gramin Dak Sevaks  
(Conduct and Engagement) Rules, 2011 as amended from time to time.

If these conditions are acceptable to him/her, he/she should communicate his /her  
acceptance in the enclosed proforma.

  
IP, Chikkaballapura Sub Division  
Kolar Division  
Kolar

To (Regd AD)

Sri/Smt. RAKSHITHA M

DINNE HOSAHALLI ROAD, PRASHANTH NAGAR

CHIKKABALLAPURA TALUK, CHIKKABALLAPURA DISTRICT - 562101

Copy To: (By Regd)

1. The IP/ASP, Chikkaballapura Sub Division division for information.
2. The Postmaster, Chikkaballapur H.O HO for information. The copies of  
descriptive proforma, declaration attestation form, copy of registered house  
certificate and Contract Certificate are enclosed.
3. The Sub Postmaster, Chikkaballapur H.O SO for information.

Ref: HIPS/42/2023-24

Date: 02/05/2023

**Ms. SAHANA B**  
C P Bharateesh, #16, 6<sup>th</sup> Cross,  
Sundekoppa Road, Dadapeer Layout,  
Nelamangala, Bangalore - Rural,  
Karnataka -562123

Dear Ms.SAHANA B,

APPOINTMENT LETTER

With reference to your application and the subsequent interview with us, the management is pleased to appoint you as "PRT & TGT Mathematics & Science Teacher" at "Harsha International Public School" a unit of "Sri Srinivasa Charitable Trust\*" with effect from 02/05/2023, on the following terms and condition

1. **Date of Appointment:**

You are requested to report for the duty on 2<sup>nd</sup> May 2023. Kindly report to the Principal at 9.00 A.M. at Harsha International Public School. You are advised to complete the joining formalities along with information as per Para 15 of this appointment letter.

2. **Salary:**

You will be paid a consolidated salary as follows:-

GROSS SALARY	BASIC PAY	D.A	H.R.A	Special Pay
Rs.20,000/-	Rs.12,000/-	Rs.5,520/-	Rs.1800/-	Rs.680/-

(Rupees Twenty thousand only) Per month

3. **Probation:**

- a) You will be on probation for a period of one year, in the first instance from the date of your joining duty. This period of probation will be liable to be extended by further period at the sole discretion of the Management. Unless an order in writing confirming your appointment is issued by the Management, you will not be deemed to have been confirmed in service, but you shall continue as a probationer. You should serve 3 months' notice in case you would like to resign during the probation period. However, Management reserves the right to terminate your service at any time without any valid reason.

Secretary

19<sup>th</sup> May' 2021

To,

**Mr. Alarshussain Khan**

Dear Alarsh,

We are pleased to offer you the position of **Associate Research Scientist** in the **Safety Assessment Department** of our organization based in Bangalore. This offer is based on the terms & conditions mutually agreed to and accepted by e-mail of **19<sup>th</sup> May' 2021**. A formal appointment letter will be issued to you on the day of reporting on duty.

In your capacity, as **Associate Research Scientist** you will be reporting to the **Principal Scientist**. You are required to join us **on or before 24<sup>th</sup> May'21**.

This offer will be subject to the standard terms and conditions of employment with the Company and also will be governed by the policies, rules and guidelines of the Company. You will also be required to sign and agree to be bound by the Employee Non-disclosure and Non-solicitation Agreement when you join the employment of the Company.

Please send the acceptance copy of this Letter of Offer duly signed within seven working days of its receipt. Non- receipt of the duly signed acceptance copy by us within the stipulated date will be presumed that you are not interested in this offer and the same shall stand cancelled with immediate effect.

The following documents are required to be produced at the time of joining.

1. Proof of Age – Birth Certificate from appropriate Government Authority or Matriculation Certificate issued by appropriate Examination Board.
2. Proof of Academic Qualification
3. Relieving Letter from previous employers (wherever applicable)
4. Three latest passport size photographs with white background
5. Copy of PAN Card
6. UAN No. (PF)
7. Copy of Aadhar Card

Moreover, this offer letter is issued on the understanding that the information provided by you is correct and true. If at any time, it is found that the information provided by you is not correct or true or has been deliberately suppressed, the Company reserves the right to withdraw this offer.

We welcome you to the Advinus family and look forward to a mutually beneficial and purposeful association.

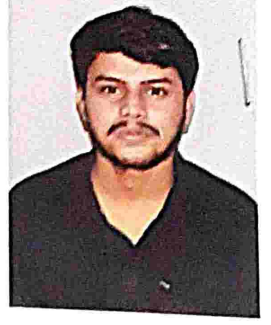
**For Eurofins Advinus Ltd**



**Sheeba R**

Manager - Human Resources

I have read and understood the terms and conditions and am happy to accept the employment on the said terms and conditions. I will join Advinus on or before \_\_\_\_\_



## Wipro Campus Update\_LOI

1 message

Campus HR Team <wipro+email+102u2-6635e126db@talent.icims.com>  
Reply to: Campus HR Team <wipro+email+102u2-6635e126db@talent.icims.com>  
To: akshaynr485@gmail.com

Thu, 15 Apr, 2021 at 6:12 pm

April 15, 2021

Dear Akshay N R,  
Resume Number - 20890922

Based on our discussion with you, we would like to inform you of our intent to offer you the role of **Scholar Trainee- Work Integrated Learning Program** which will be in Career Band **WASE/WIMS** of the organization.

The stack for this role is detailed below. Do reach out to us should you have any clarifications.

Period	Scholarship	ESI	Consolidated Scholarship* (INR Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(\*)You shall be responsible for payment of all statutory contributions, taxes, dues and levies as required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,  
For **Wipro Limited**,

**Sunil Kalachar**  
General Manager – Talent Acquisition

This message was sent to [akshaynr485@gmail.com](mailto:akshaynr485@gmail.com). If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=D8C720890922&contactId=5468370>



## Wipro Campus Update\_LOI

1 message

Campus HR Team <wipro+email+102u2-6635e126db@talent.icims.com>  
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For Wipro Limited,

**Sunil Kalachar**  
General Manager – Talent Acquisition

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<https://wipro.icims.com/icims2/?r=D8C720890922&contactId=5468370>



Date: May, 31<sup>st</sup>, 2021,

Dear Chethan Kumar N,  
Welcome to Qatar airways UAE!

You have cleared your examination of Qatar Airways successfully for  
Airline Marketing Officer in our Administrative Department.

Now you have to submit your required documents for joining process to  
Qatar Airways before June, 01<sup>st</sup>, 2021.

Your medical certificate which may consist of 46 medical tests must be  
submitted to the insurance organization for your health insurance after  
signing the Joining / Agreement to the Qatar Airways UAE Department.

Training Salary Package – 32,500/-mo

Training Office – Qatar Airways Administrative Department, Kempegowda  
International Airport, KIAL Rd, Devanahalli, Bengaluru, Karnataka 560300.

Training Date – July 01<sup>st</sup>, 2021

For more query about joining kindly contact to HR Generalist.

**Note:** You have to submit your below given required documents to the  
Qatar Airways before given time period for joining process. If you fail to  
submit your documents then Job offer will be suspended.

**Documents -**

- ✓ Valid ID card approved by the Govt. of India\*
- ✓ Valid passport approved by the Govt. of India\*
- ✓ Recent color passport-size photo\*
- ✓ Degree / Graduation / Master's Certificate\*
- ✓ Valid Aviation Safety & Security Clearance approved by the Govt. of India\*



Signature



Employee Signature & Thumb



Applicant,

Applicant ID: 456574  
Ur Rehman,



Thank you for applying for the position of **Draught Helper – Qatar Distribution Company (QDC), Qatar airways.**

Your application is has been reviewed by one of our recruiters and we will contact you with an update of your salary details status shortly.

You are shortlisted for this position, a recruiter will be in contact with you to discuss your application in more detail.

In the meantime, please update or amend your personal details and other information through your Applicant Login.

**UserName: rehamanism5@gmail.com**

Thank you for taking the time to apply to this role at Qatar Airways Group.

Best regards,

Qatar Airways Group Talent Acquisition Team.

**talentacquisition@careers.qatarairways.com**







Mansoor M S <mansoorsimikeri1998@gmail.com>



## ICICI OFFER ACKNOWLEDGEMENT

7 messages

Sandeep Kumar B (BFSI SOURCING/TVSTS)  
<sandeep@tvsts.com>  
Bcc: mansoorsimikeri1998@gmail.com

Sun, Aug 22, 2021 at 9:17  
PM

Dear Candidate,

It is a matter of immense pride to welcome you to ICICI Bank Sales Academy as part of the Certification Course in Sales Management.

Pre-Joining Formalities:

Mandatory Documents:

1. X- Marksheet + Pass Certificate
2. XIIth Marksheet + Pass Certificate
3. Graduation Mark sheet + Pass Certificate (1 to 6 Semester Marksheet)
  - a. All year / All semester mark sheets.
4. Date of Birth Certificate
5. Aadhar card
6. Address proof
  - a. Copy of Voters ID card / Valid Passport / Electricity, Water bills in your name / Bank statement of your account
7. PAN card/Acknowledgement Receipt
8. 1 Resume copy
9. 1 Photograph (Recent )

Students failing to submit the above document or who can be shown to have provided false or misleading information as part of an application or subsequent



**Letter of Appointment**

Date of Joining: 15-May-2021

Employee Name: Salman pasha

Location: Bangalore

During your employment you will work at the premises of our client **SHADOWFAX** at Karnataka-Bangalore and render services to them. Your employment with us is subject to the terms contained in the **letter of Appointment on 15-May-2021**.

In day to day functioning or carrying out duties and responsibilities. You will receive instruction from us and will undertake to abide by such suggestions, etc. given by any assigned persons and will be bound by our rules & regulations.

We are pleased to appoint you on contract basis in our organization as **CALL CENTER AGENT** subject to the following terms and conditions:

Your contract will be from **15-May-2021** till our company's contract with the client exists.

You shall perform your duties as per shifts on rotation basis. However, it will vary with the working hours of the client

You will be entitled to an employer's contribution of Provident Fund as per government rules.

Either party can terminate the contract during the existence of a work assignment, as per the terms laid out in the letter of engagement.

You shall at no point of time stake any claim or right to claim employment, damage loss or compensation of any sort whatsoever either against us or any of our clients.

Your services are transferable from one client to another from one place to another either existing or the place in which you may be allotted work without clients.

In case you are found guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without prior permission of the company, your services may be terminated without notice and its decision will be deemed final.

While this is an at-will employment, should you or the Company decide to terminate this employment arrangement each party must give a **15-Day notice period** after confirmation. The Company reserves the right to pay or recover gross salary in lieu of notice period. Further, the Company may at its sole discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period.



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022 6181 6111  
India's Only Financial Education Helpline

IMCHR/OL55224

To,  
Mr. Salman Pasha  
Bangalore City

25 June 2021

### Appointment Letter

Dear Salman Pasha,

We are delighted to appoint you as **Relationship Manager - FFA - Acquisition** division in our Organization M.s. Suvision Holdings Pvt. Ltd. This is the "Work from Home" based employment. Your continued employment is contingent upon the successful execution of your responsibilities. The detailed terms and conditions of your employment will be as follows.

#### 1. Appointment

- 1.1 The Company hereby employs you as **Relationship Manager - FFA - Acquisition** on probationary basis and you hereby accept employment with the Company pursuant to and in accordance with the terms and conditions set forth in this Appointment Letter.
- 1.2 **Date of joining** - Your date of joining the company's services and commencement of employment is **28 June 2021**.
  - **Working hours and weekly off** - Your working hours will be fixed subject to the actual timings of duty being fixed by the management from time to time. Standard working hours: 9.00 am to 6.00 pm (Indian standard time).
  - Standard work-days: Six days working (Monday to Saturday), Sunday fixed off.
- 1.3 **Place of work and transfer** - Your present place of work will be at Home. At the discretion of the company, you may be asked to continue your work from office in future, posted or transferred to any unit/ undertaking or establishment /division / department / branch / office of the company or to any other group of company at the sole discretion of the management and you shall perform such duties as may be assigned to you from time to time.
- 1.4 **Training & Certification** - You will have to complete 1 (one) week of virtual training followed by the certification process. No gap will be allowed between training days. No employee will be allowed to continue with the employment, if he/she takes any leave during the training period for

**SUVISION HOLDINGS PRIVATE LIMITED (CIN U67120KA2008PTC047808)**

No. 50, Vinay Arcade, K.H.Road, Shantinagar, Bangalore - 560027, Tel : 080 496 11444, Email : [contact@IndianMoney.com](mailto:contact@IndianMoney.com)



## Wipro Enrollment Letter

1 message

Wipro offer letter <wipro+email+4oghw-71355a232b@talent.icims.com>  
Reply-to: Wipro offer letter <wipro+email+4oghw-71355a232b@talent.icims.com>  
To: manvanthmanu167@gmail.com

Tue, Aug 2, 2022 at 2:03 PM

August 2, 2022

Dear Manvanth LJ,

Congratulations! We are pleased to offer you the position of **Scholar Trainee - Work Integrated Learning Program** at Wipro.

Please click on the below link to review and accept your offer letter at the earliest using a **desktop/laptop**.

**Note: You will not be able to save offer letter copy if you open the below link through a Mobile Phone.**

We request you to accept the iCIMS Offer Letter within 14 days from the receipt of the offer Letter, failing which we will be forced to infer that you are no longer interested to be a part of Wipro fresher hiring process.

### Steps to follow to accept and save the Offer Letter

To save your copy of Offer Letter, please open this email on desktop/ laptop, login to below mentioned acceptance link, **click on Accept -> click on signature check box -> Click on "Submit and Print" -> Click on "web browser" -> ctrl+P -> save as pdf -> save -> select destination on your system to download.**

**Please note - You will not be able to access the Offer Letter again if you close the window without saving your Offer Letter as the link will expire and will not be able to access the link to open offer page to download the offer letter.**

Please click on the link below to review and accept your enrollment letter at the earliest using a **desktop/laptop**.  
**Click to Complete**

Your Login Information:

Login Name: manvanthmanu167@gmail.com

(If you do not know your password, you can reset it by clicking here.)

If you have any questions about the details of your offer or about employment at Wipro, please reach out to [manager.campus@wipro.com](mailto:manager.campus@wipro.com)

Thanks and Regards,  
Campus Offer Generation Team  
[Global Campus Hiring Team| Wipro Limited]

This message was sent to manvanthmanu167@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=2DD625208245&contactId=26131954>

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND



Dhruva S K <shivakumarpavan@gmail.com>

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**Fwd: DXC Technology || Letter of Intent || Senior Assistant Service Delivery Coordinator || Action Required**

1 message

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Sagar Swamy <swamyn8989@gmail.com>

Fri, Aug 12, 2022 at 1:19 PM

To: "shivakumarpavan@gmail.com" <shivakumarpavan@gmail.com>

----- Forwarded message -----

From: dxcindiagraduatehiring <dxcindiagraduatehiring@dxc.com>

Date: Tue, Jul 26, 2022, 16:55

Subject: DXC Technology || Letter of Intent || Senior Assistant Service Delivery Coordinator || Action Required

To: swamyn8989@gmail.com <swamyn8989@gmail.com>

Dear Sagar R,

Email - swamyn8989@gmail.com

**Congratulations!**

We, EIT Services India Private Limited (DXC Technology) are pleased to inform that you have successfully completed the selection process conducted by DXC Technology India. This letter is to confirm that we intend to offer a **"Senior Assistant Service Delivery Coordinator"** competency level opportunity to you, on the following key terms and conditions:

1. Your designation at the time of joining would be **Senior Assistant Service Delivery Coordinator**.
2. Your total annual Cost to Company (CTC) would be amounting to INR 2,80,000/- (Rupees Two Lakhs and Eighty Thousand Only) and you will be given a Joining Bonus of INR 20,000/- (Rupees Twenty Thousand Only).

Please note that the above terms and conditions are subject to change at the company's discretion, without any prior intimation. Based on your acceptance of this LOI, an offer letter with detailed terms and conditions will be issued to you.

Your joining is subject to the satisfactory verification of the information/documents furnished by you at the time of interview, in addition to the fulfillment of the eligibility criteria.

Your date of joining will be planned based on business availability and/or completion of your college course. **A Google Form has been extended below, kindly share an update at the earliest.**

Here's wishing you a successful career with DXC Technology. We look forward to welcoming you on board.

Yours sincerely,

**Lokendra Sethi**

**VP-Human Resource**

Please respond back email on your acceptance to Letter of Intent

**If you have queries or concerns, please reach us at dxcindiagraduatehiring@dxc.com.**



# DXC Technology - Non Engineering - Eligibility Check



Inbox



admin@hirepro.in Jul 16  
to me ▾



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**DXC** TECHNOLOGY

## Non Engineering - Recruitment Process

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Dear Syeda Ayesha Siddiq,

We hope you're doing great!

We are pleased to inform you that your profile is eligible for DXC Technology recruitment process.

Hearty Congratulations!

Your candidate id for future reference number 6985955.

Please ensure to keep a check on your email for further communication regarding the recruitment process and the interview schedule.

The test link and other details will be shared to you shortly to your registered Email ID.

Regards,

DXC Technology Recruitment Team

---



Name: Syeda Ayesha Siddiqi

Company

DXC Technologies

Applied

offer

Jul 16

Jul 28

**BE YOURSELF,  
MAKE A DIFFERENCE.**

**accenture**

21-Mar-

2022C62423

74



*\*ForAccentureuseonly*

**Arshiya Banu**

**#3,4 4th main 2nd cross Gandhinagar Shampur main road, Shampur Bangalore-560045560045**

Dear **Arshiya,**

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (here in after referred to as 'the Company') in **Bengaluru**. This letter will officially confirm your annual total earning potential and terms of your employment.

Job Profile-**Customer Service Associate**

ManagementLevel-12

Sublevel-3

JobbFamily Group-**Business Process Delivery**

BusinessDeal-**Non Contact Center**

Your annual total cash compensation will be **INR 509240** and will be structured as per the attached Annexure 1 ' Compensation Details. This will continue to be applicable until further communication on the same. Your annual total earning potential includes:

- Annual fixed compensation of **INR439000/-**; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

- Variable Bonus: You will be eligible to participate in the FY22 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0% to 16%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.



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

Your employment with the Company will be governed by the attached Annexure 2 ' Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with the Company is subject to satisfactory completion of verification and/or background or reference checks, which may occur at anytime prior to or after your effective start date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note, that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company

You will be expected to work from the office in the location tagged to your role. In the current circumstances you may be allowed to work from home temporarily based on your assigned project. This offer is contingent to the above mentioned agreement.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the employee application form (EAF) is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

**Arshiya**, we look forward to hearing from you regarding your decision to join our team. In the mean time, please do not hesitate to call **sushma.kambodi** at **9886695835** should you have anything you would like to discuss further.



We believe you have a successful career ahead of you and look forward to your joining us. Yours sincerely,



Jal  
Managing Director-Accenture Operations in India & SriLanka

ACKNOWLEDGED AND AGREED :

Arshiya Banu  
(Insert full legal name)

Date : 07/04/2022

Candidate's signature  \_\_\_\_\_

**ANNEXURE1**

Your compensation is as mentioned below:

<b>Total Cash Compensation</b>		
	Annual(INR)	
(A)Annual Fixed Compensation*	INR 439000	
(B)Variable Bonus earning potential	Min.	Max.
	0%	16%
Annual Total earning potential (A+B)	Min.	Max.
	INR 439000	INR 509240

<b>(C)#Additional Benefits</b>	
Gratuity for each year of service(indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR7391
Notional Insurance Premium paid by Company	INR11551

<b>(D)##AdditionalDiscretionaryWFHBenefits/Reimbursements</b>	
One- timeWFHAssistancereimbursementAnnua	INR18,000/- INR12,000/- (cappedatINR1,000/-permonth)

<b>(E)OptionallopportunitytoparticipateintheEmployeeSharePurchasePlan</b>	
EmployeeSharePurchaseplan–topurchaseAccentureplcClassAordinarysharesat t15%discountonthefairmarketvalue	INR6585(discountopportunitiywith anoptionalinvestmentof10%ofgrosspayandnocha ngeinshareprice)

\*\*Annual Fixed Compensation include employer's contribution to Provident Fund,as applicable.

**Note:For International Worker Only\***

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

\*As defined by applicable law from time to time.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

**Benefits applicable for current Company financial year:**

**In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:**

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Upto 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000	Company
Future Service Liability	Self	Upto INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 705,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

a) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR **5,00,000** under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. # (C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit

#(C)The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under Employees' State Insurance Act, 1948. The Employer contribution towards ESI is defined as per current prescribed rates under ESI Rules and is paid by the company over & above the Fixed compensation. The employee contribution towards ESI is defined as per current prescribed rates under ESI Rules and is covered from monthly salary. Company reserves the right to amend the benefit plan as per change in ESIC act and shall keep all employees informed/updated.

#(C)Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. Kindly refer to those before initiating a purchase. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

- Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his/her ownership in Accenture and increase his/her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

**GST Clause:**

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture changes. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any short falls will be adjusted against any further amounts due and payable to you.

**General Tax:**

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.



**ANNEXURE**

**3DECLARATION**

I hereby represent and warrant that as of my effective start date of employment with Accenture Solutions Private Ltd (hereinafter referred to as 'the Company'), I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.

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

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

ACKNOWLEDGED AND AGREED:

ARSHIYA BANU

\_\_\_\_\_  
[Insert full legal name]

Date: 07/04/2022



## **ANNEXURE 4**

### **REQUIRED DOCUMENTATION**

1. Two passport size copies of your recent photograph
2. Copy of highest education certificates
3. Copy of any mark sheets (Last semester mandatory)
4. Relieving Letters from previous employer
5. Documents in support of your age (10th/12th Marksheet/Passport Copy etc)
6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration).
7. Copy of Aadhaar Card - We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.





Ernst & Young LLP  
6th, 12th & 13th floor,  
"UB City" Canberra Block,  
No.24, Vittal Mallya Road,  
Bengaluru-560 001 India.  
Phone: +91 80 4027 5000  
Fax: +91 80 2210 6000

08 August 2023

Ms. Harshitha P  
246/2, Maridasanahalli, Pavagada, 561202

## Your appointment as Analyst in Business Consulting PI

Dear Harshitha,

With reference to your application and the subsequent interview(s) you have had with us, we are pleased to confirm your appointment for the above position in **Ernst & Young LLP** subject to the following terms and conditions.

### 1. Job Title

You shall be designated as **Analyst** in **Band 6**.

The designation and band are for reference only and do not entitle you to any benefit other than as has been specified in this letter, or intimated to you in writing in respect, thereof. The Management retains the right at all times to change / modify / amend the titles/ designations or to rearrange the band structure, which may impact the above fact.

### 2. Annual compensation

- a. Your annual compensation including benefits, allowances, and perquisites, if any, payable by the Firm is **INR 4,50,000 per annum (Rupees Four Lakh Fifty Thousand Only)**. A typical break up is provided as an Illustration in Annexure A to this Agreement.
- b. Besides this you will be eligible for Gratuity as per Payment of Gratuity Act, 1972. You may note that as per the Act provisions there is an upper limit of 20 Lakh.
- c. Your compensation will be subject to income tax as per the provisions of the Income Tax Act, 1961.

### 3. Date of joining

As agreed, you shall join the services of the Firm on **14 August 2023**.

### 4. Probation

You shall be on probation for a period of (6) months from your date of joining, the period of which may be further extended at the discretion of the Management. After completion of the probation

Ernst & Young LLP, a Limited Liability Partnership with LLP Identity No. AAB-4343  
A member firm of Ernst & Young Global Limited. Regd. Office: 22, Camac Street, Block C 3rd Floor, Kolkata - 700 016  
EY refer to the global organization, and/or one or more of the independent member firms of Ernst & Young Global Limited





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period and subject to your performance your appointment shall be confirmed in writing.

#### 5. Retirement

Your retirement age shall be 60 years.

#### 6. Transferability

Your initial place of posting will be Bangalore - UB City. However, your services are liable to be transferred from one location to another, anywhere in India.

#### 7. Notice period and termination

- a. Either party may terminate the employment by giving a mandatory minimum of 3 months' notice to the other party, (also applicable during probation period) The Firm may, at its discretion, with or without conditions, agree to waive off the 3 months' notice period requirement, either wholly or partly.
- b. The Firm may terminate / suspend your services, at its discretion, at any time immediately upon written notice to you, if it has been alleged and prima facie established, through preliminary internal enquiry that you have committed (i) any heinous criminal act or any offence involving moral turpitude (the term "Moral Turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general.), (ii) sexual harassment (adjudicated guilty as per the Firm's policy and local laws) or (iii) other act that threatens or is likely to damage Firm's reputation.

#### 8. Code of Conduct and Policies

- a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
- b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, work hours, dress policy, etc., as if these rules, regulations, policies et al, were part of this contract of appointment.
- c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's intranet or through the Firm's newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading.

#### 9. Confidentiality

- a. **Remuneration:** You shall at all times keep the details of your salary and employment benefits at the Firm strictly confidential, and shall not disclose such details to any other person within the Firm.



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- b. **Use of Firm's name:** You shall use the Firm's name, logo, trademark or other identifiers strictly in the manner permitted by the Firm's policies, or for the purposes of provision of services delegated to you to the extent required. Upon termination of your employment with the Firm, you shall not use the Firm's name, logo, trademark or other identifiers in any manner other than what is already a matter of public knowledge, provided however, you will not be in breach of this clause if you make reference to the Firm's name solely to describe your former association with the Firm subject to the confidentiality obligations which the Firm might have undertaken in relation to any of its clients, vendors or other Firm's personnel.
  
- c. **Information:** You shall always maintain the highest degree of confidentiality with respect to the records, documents and other Confidential Information relating to the business of the Firm which may be known to you or confided in you by the Firm, its representatives, authorised personnel, vendors, sub-contractors, clients, etc., by any means and you will use such records, documents and information only in a duly authorised manner in the interest of the Firm. For the purposes of this clause, 'Confidential Information' means information about the Firm's business and that of its customers, sub-contractors, business partners or agents which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the Firm, its customer lists, employment policies, personnel, and information about the Firm's products, processes including ideas, concepts, projections, technology, manuals, drawings, designs, specifications, sales pitches, fees quotes, tender information, key personnel, customer contacts, thought leadership papers, resumes, records and other documents containing such Confidential Information, whether such information was disclosed to or accessed by you prior to or after the date hereof. You shall at all times, whether during or after the termination of your employment, act with utmost fidelity and not disclose or divulge Confidential Information to any third party or make use of any such information for your own benefit.
  
- d. At no time will you remove any Confidential Information from the Firm's offices without the permission of your reporting manager save and except for the purposes of performing the duties assigned to you in your capacity as an employee of the Firm. Upon termination of your employment with the Firm, or otherwise upon the Firm's request, you will immediately surrender to the Firm all files, books, magazines, reports, documents, manuals, audio and video tapes, discs, any knowledge databases entrusted to you, and any other data, information or material containing or reflecting Confidential Information. If the Firm requests, you shall also confirm in writing to the Firm that you have complied with this clause.
  
- e. You acknowledge and agree that disclosure of any portion of the Confidential Information or any breach of the provisions herein may result in irreparable injury and damage to the Firm which will not be adequately compensable in monetary terms, that the Firm will have no adequate remedy at law therefor, and that the Firm may, in addition to all other remedies available to it at law or in equity, obtain such preliminary, temporary or permanent mandatory or restraining injunctions, orders or decrees as may be necessary to protect the Firm against, or on account of, any breach by you of the provisions contained herein, and you agree to reimburse the reasonable legal fees and other costs incurred by the Firm in enforcing the provisions of this Agreement. In addition, the Firm will be within its rights to (i) advertise for public knowledge / notice (ii) notify to your prospective employer or regulatory body, any impropriety or breach of confidentiality obligations hereunder, at its absolute discretion.



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- f. Your duty to safeguard and not disclose, share or publish Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Firm.

#### 10. Non- Compete

- a. You represent and warrant to the Firm that you are under no contractual, fiduciary, professional or other obligation or commitment that prevents you from entering into this Agreement, or is otherwise inconsistent with your obligations under this Agreement. If you were previously employed with another organisation, you represent and warrant to us that you have returned all property and confidential information belonging to any prior employer and do not have any outstanding issues/ unfulfilled employment obligation pending with your previous employer having legal ramifications / consequences for you or for us.
- b. During your employment with the Firm, you will devote your whole time, attention and skill for its business and you shall not, except with the written permission of the Firm, engage directly or indirectly in any other business, profession, occupation or other commercial activity, whether as a principal, agent, contractor, consultant or otherwise, whether full-time or part-time.
- c. You hereby agree not to directly or indirectly compete with the business of the Firm and its successors and assigns during the term of the Agreement and for a period of two years following the expiration or termination of this Agreement and notwithstanding the cause or reason for termination.
- d. You will have to seek prior permission from the Firm for any employment with a client of the Firm or any other organization working with a client of the Firm, whose assignment you have worked on directly.
- e. Subsequent to your separation from the Firm, for a period of twelve months, you will not without the consent of the Firm take up any job or assignment, either full time or otherwise, directly or indirectly for or on behalf of any other organization working with a client of the Firm, whose assignment you have worked on in the twelve months immediately preceding your separation from the Firm,.

#### 11. Intellectual Property

In consideration of this Agreement and of the salary agreed to be paid in consideration hereof, you agree as follows:

- a. The Firm shall own (as its exclusive property, free from any obligations towards you) all Intellectual Property developed or conceived by you solely or jointly with others during the period of your employment; This includes but is not limited to Intellectual Property that:
  - is along the lines of the businesses, work or investigations of the Firm to which your employment relates or as to which you may receive information due to your employment
  - result from or is suggested by any work which you may do for the Firm
  - are otherwise made through the use of Firm's time, facilities or materials.
- b. Not to disclose or utilize in your work with the Firm, any Confidential Information of others (including any prior employers) or any inventions or innovations of others without express permission.

- c. To execute all necessary papers and otherwise provide proper assistance (at the Firm's expense), during and subsequent to your employment, to enable the Firm to obtain for itself or its nominees all patents, copyrights, or other legal protection for such Intellectual Property in any and all countries.

## 12. Personal Data

During the course of your employment with the Firm, you may provide the Firm with confidential data or information that can be linked to you personally, or otherwise personally identifies you, including but not limited to your financial information, email address, addresses, telephone numbers, shareholdings, physiological and/or mental health information, and medical records and history (your Personal Data). You acknowledge that the Firm may collect, use, transfer, store or otherwise process (Process) such Personal Data as required per the Firm's policies, to facilitate the conduct of the Firm's business, to conduct background checks, check conflicts or maintain independence, finance and accounting purposes or for quality and risk management purposes. The Firm will Process your Personal Data in accordance with applicable law and professional obligations and shall ensure that any service provider who Processes Personal Data on our behalf adheres to such requirements.

You hereby consent to the Processing of your Personal Data in the manner described above, whether by the Firm or any service provider on the Firm's behalf.

## 13. Miscellaneous

- a. The following annexures form an integral part of this Agreement:

Annexure A - Illustrative compensation break-up

- b. **Additional Documents:** You may also be required to execute additional documents, declarations and/or deeds as (i) per the Firm's policy as may apply to you / your nature of services as well as (ii) per any requirement of law of the jurisdiction where you might be required to work as a part of your employment with us, depending upon your job requirements and/or (iii) per the requirement of any professional, industry or other regulatory body and/or (iv) to meet any specific client request and/or (v) per the Firm's exclusive discretion.
- c. **Supersedes previous agreement:** This Agreement supersedes and replaces any existing Agreement between the Firm and you, relating generally to the same subject matter. It may not be modified or terminated, in whole or part, except in writing signed by an authorized representative of the Firm. This Agreement shall include all written deeds, documents, declarations, bonds and undertakings signed by you pursuant to and arising out of this document. Discharge of your financial undertakings (if any), in this Agreement shall be an obligation of your executors, administrators, or other legal representatives or assigns.
- d. **Severability:** If any provision contained in this Agreement is held to be invalid or unenforceable, the remaining provisions of this Agreement shall be construed as if such provision did not exist, and the unenforceability or invalidity of such provision shall not be held to render any other provision of this Agreement unenforceable or invalid.
- e. **Conditions precedent:** This appointment is valid subject to (a) your being medically fit, (b) your furnishing at the time of joining, documents in proof of your having been relieved by your present employer, and (c) our receiving satisfactory references on your background.



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- f. **Privity of contract:** The terms of this Agreement may only be enforced by a party to this Agreement.
- g. **Governing law and dispute resolution:** This Agreement, including all matters relating to its validity, construction, performance and enforcement, shall be governed by and construed in accordance with Indian law. In case of any dispute in relation to this Agreement the decision of the Management of the Firm shall be final and binding.
- h. **Certificate of Practice:** If you currently hold a Certificate of Practice (CoP) issued by the Institute of Chartered Accountants of India, you hereby undertake to surrender the CoP with immediate effect, and provide us with evidence thereof. If you are a Chartered Accountant and do not currently hold a CoP issued by the Institute of Chartered Accountants of India, you hereby undertake not to apply for such CoP unless instructed or required by the Firm to do so.
- i. You will disclose any directorships, trusteeships or other personal appointments held by you. You will consult and inform the Firm's Risk Management team of appointments and will immediately surrender any prohibited position as advised by them and disclose the positions permitted per the Firm's policies on the Directorship Evaluation Tool (DET) within 15 days of your date of joining. You will further notify or obtain prior approval, as applicable, from the Risk Management team, for any changes in the appointments that you may hold in the future.

Please signify your acceptance of these terms and conditions of employment by signing the duplicate copy of this Agreement and return the same to us for the Firm's records.

Yours sincerely,

For Ernst & Young LLP

A handwritten signature in black ink, appearing to read 'Anshula Verma', written over a horizontal line.

Anshula Verma

Authorised Signatory

I hereby accept the position and terms and conditions of employment offered.

Signature

Harshitha P

Date

09/08/2023

Harshitha P



## Annexure A

### Illustrative compensation break-up

Particulars	Annual Values (INR)	
<b>(A) Salary Components</b>		<b>4,19,400</b>
Basic Salary:		2,53,200
House Rent Allowance:		1,26,600
Special Allowance:		
Conveyance Allowance:		39,600
<b>(B) Other Perquisites</b>		<b>30,600</b>
Firm's Contribution to Provident Fund:		30,384
Year End Ex-Gratia		216
<b>(C) Annual Fixed Compensation (A+B)</b>		<b>4,50,000</b>
<b>(D) Other Benefits</b>		<b>32,173</b>
Gratuity (accrual)		12,173
Firm's contribution towards Medical insurance		20,000
<b>(E) Total Compensation (C+D)</b>		<b>4,82,173</b>
<b>(F) Annual performance bonus (earning potential)</b>	<b>Min. 0%</b>	<b>Max. 12%</b>
	0	54,000
<b>Annual total earning potential (E+F)</b>	<b>4,82,173</b>	<b>5,36,173</b>



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Please note that Permanent Account Number (PAN) is mandatory for salary processing. If you do not have a PAN already, then please apply for the same at the earliest.

1. House Rent Allowance (HRA): This will be 50% of your basic salary.
2. Special Allowance: Special Allowance will be in the range of 0% to 10% of the annual fixed compensation.
3. Conveyance Allowance: Conveyance allowance will be the balancing figure in your compensation structure.
4. Provident Fund (PF): This will be as per the Employee's Provident Funds and Miscellaneous Provisions Act 1952. If you are an active member of PF, it will be mandatory for you to opt for the same. If not opted for, conveyance allowance will be adjusted accordingly.
5. Gratuity: You will be eligible for Gratuity as per the Payment of Gratuity Act 1972.
6. You will be eligible for medical insurance coverage for self, spouse, two children and parents/parents in-law up to INR 3 lac per annum, subject to your declaration as per the policy. Additionally, you, spouse and two children will be covered for critical illness cover of INR 10 lacs.
7. In the unfortunate case of death of an employee, the Firm extends financial support to the family up to three times of the last drawn annual CTC of the deceased employee. The minimum amount for this financial support will be INR 25,00,000.

Please note that all the benefits/coverage mentioned above are governed by the Firm's policies and/or statutory law, as applicable.

4/20/22, 11:48 AM

Wipro Careers|Discovery a World of Opportunity|Join Us Today!

Submit & Print



April 20, 2022

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

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

Dear Sagar G,

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

Welcome to WILP!

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

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

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

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

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

Yours sincerely,  
For **Wipro Limited**,

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



4/20/22, 11:48 AM

Wipro Careers|Discovery a World of Opportunity|Join Us Today!

**Aparna Shailen**  
**General Manager - Human Resources**

#### **Endorsement**

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

#### **Terms & Conditions of Scholarship**

#### **1. PROFILE:**

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

#### **2. DURATION:**

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

#### **3. Appointment details:**

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

#### **4. Scholarship/Stipend and Benefits**

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of **Rs.14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(\*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (at 0.75% of your Scholarship) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "Joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

#### Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

#### 5. Training Agreement:

- i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").
- ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/- (Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

#### **6. PROJECT READINESS PROGRAM (PRP)**

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro's - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

#### **7. Regulations of Academic study:**

- i. You will be enrolled for M-Tech program with a renowned institution ("University") that collaborates with Wipro for WILP.
- ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.
- iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.
- iv. You will not be able to change Specialization track after enrolment.
- v. Overall program duration is 4 years from date of enrolment of academic program.
- vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.
- vii. You will be required to submit a project work / dissertation in your final semester (8<sup>th</sup> semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.
- viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.
- ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.
- x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm
- xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.
- xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

- xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.
- xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.
- xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.
- xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.
- xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure
- xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.
- xix. The 8th semester of study is fully devoted for dissertation / project work
- xx. If a Scholar trainee's CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation
- xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.
- xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.
- xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.
- xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty / University would be final and binding.
- xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.
- xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.
- xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

#### **8. Conflict of Interest:**

- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head / Manager of WILP Academy
- ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

- iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
- a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.
  - b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
  - c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.
  - d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.
- iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

#### **9. Obligation and Responsibilities:**

- i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.
- iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.
- iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.
- v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.
- vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).
- vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

#### **10. Confidentiality:**

- i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
- ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

#### **11. Assignment of Intellectual Property**

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

#### **12. Posting**

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

#### **13. Misconduct:**

- i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled, without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro's rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.
- ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

**Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.**

#### **14. Cancellation of Enrolment:**

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

#### **15. Study Hours:**

- i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

- ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.
- iii. The full day lecture sessions will be held at any of Wipro's other establishments/outourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.
- iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions).

**16. General:**

- i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.
- ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

**17. On Completion/Cancellation of Academic Program:**

- i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.
- ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.
- iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

**18. Acceptance of Enrolment Letter:**

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

Yours sincerely,

4/20/22, 11:48 AM

Wipro Careers|Discovery a World of Opportunity|Join Us Today!

For **Wipro Limited**,



**Aparna Shailen**  
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

**ANNEXURE I**

**CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)**

I Sagar G, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

- a. validating my application form and retaining records on the same for any future reference/verification;
- b. processing my application form including background verification checks;
- c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

**ANNEXURE II**

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

**ANNEXURE – III**

**INITIAL INDUCTION PROGRAM**

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.



A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioral skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

#### **Corporate Readiness Program - CRP**

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioral skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioral intervention informs the new entrants about the corporate work culture and business etiquette.

#### **Technology Readiness Program - TRP**

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

### **ANNEXURE – IV**

#### **POST CONVERSION DETAILS**

Post successful completion of your course and conversion to full time employment, you will be part of the Campus Program which has a special bonus and aided career path. Please find below the compensation and bonus plan as part of the program which will be effective from your joining date with Wipro as a full time employee.

Your compensation post successful completion of your course and joining as a full time employee will be Rs.6,00,000 per annum. In addition to the mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

<b>Year</b>	<b>Bonus</b>
End of Year 1	1,00,000 – 1,50,000
End of Year 2	1,00,000 – 1,50,000
End of Year 3	1,00,000 – 1,50,000

Please note the terms and conditions:

1. The special bonus is subject to

- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

2. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

3. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 3 tranches of bonus payouts
4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy
5. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.
6. You shall keep the contents of this letter confidential

**Note: The above shall be applicable on successful completion of your course and will be effective from your joining date with Wipro as a full time employee.**

#### **ANNEXURE – V**

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

#### **Travel, Accommodation, Food & Other Miscellaneous Expenses**

##### Travel

- i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

##### Accommodation, Food & other Miscellaneous Expenses

- i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.
- ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:  
  
Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

**Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.**

4/20/22, 11:48 AM

Wipro Careers|Discovery a World of Opportunity|Join Us Today!

Accept  Decline

**Signature**

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

**Wipro Limited** T :+91 (80) 2844 0011  
Doddakannelli F :+91 (80) 2844 0054  
Sarjapur Road E :info@wipro.com  
Bengaluru 560 035 W :wipro.com  
India C :L32102KA1945PLC020800

Submit & Print

23680712

**Annexure I**

Mr. Rohith.C  
Emp. No.1355

April 18<sup>th</sup>, 2022

Dear Rohith,

Further to the interview and personal discussion, we are happy to offer you employment with our organization on the following terms:

1. You will be designated as "Trainee".
2. You will be entitled for a salary of CTC of Rs.1,89,168/- per annum subject to any statutory deductions as applicable from time to time.
3. The CTC break up is sent to you already at the time of offer.
4. You will be on Training for a period of 12 months.
5. The period of Training is liable to be extended for a further period of 12 months, if your services are not found satisfactory during the period of Training.
6. You shall continue to remain on Training until and unless your services are put on probation in writing by the company.
7. Your services are liable to be terminated during the period of Training or during the extended period of Training, without any notice.
8. Your office timings will be as per company rules framed from time to time.
9. The other terms of your employment are -
  - a. The Company will expect you to work with a high standard of efficiency, initiative and diligence.
  - b. You will be liable to be transferred to any department or establishment or branch of the company anywhere in India.
  - c. If at any time in our opinion, which is final in this matter, you are found guilty of dishonesty, disorderly behavior, negligence, indiscipline, absence of duty without permission or any other conduct considered by us as detrimental to the interests of the company, your services may be terminated without notice.
  - d. Services can be terminated with Two month's written notice or salary in lieu thereof, on either side. If you fail to give Two month notice or salary in lieu of notice, the company reserves its right to initiate such recovery proceedings as contemplated under law.
  - e. In case of termination of service, on leaving the company, you will immediately hand over to the company all correspondence, documentation, data, identity card, visiting card, insurance card, software etc., belonging to the company or relating to its business and shall not make or retain any copies of these items.
  - f. If you remain absent for eight consecutive days or overstay on leave for eight consecutive days, without any permission or intimation to the company, you shall lose lien on your employment.

Continued in Page.2..



:: 2 ::


- g. If at any time during your employment with the company, it is found that the information provided by you, for getting employment with the company is false, your services are liable to be terminated forthwith.


6. The following information is considered CONFIDENTIAL by Bizprout.

- a. You will maintain as secret, confidential and proprietary all Bizprout information which may be disclosed to you including the Work, Works Assignment, Services, and you will not disclose this information to any other person, firm, entity or corporation.
- b. You shall utilize with regard to the Works, Services, and the Existing Software Technology, the higher of the standard of care, which you use to protect your own proprietary, or the standard of care, which a prudent employee would exercise to protect valuable proprietary information.
- c. You will maintain as secret, confidential and proprietary the "know-how" and future plans of Bizprout relating to the fields of endeavor in which you perform investigations, evaluation and services for Bizprout, as well as maintain the confidentiality of the nature of certain work projects to which you may be exposed and the identity of persons working on those projects.

Please indicate your acceptance of the offer, terms and conditions by signing and returning the duplicate copy hereof.

Yours truly,  
For Bizprout Corporate Solutions Pvt. Ltd.

  
Suresh R.K.  
Managing Director



I have read the above terms and conditions and hereby accept the same. I would join duty from

18/April/2022

**(Rohith.C)**

Date:


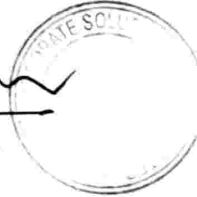
**Form 'Q'**  
**( See Rule 24(9-A)**  
**Appointment Order**

1.Name and addrees of the establishment	BIZPROUT CORPORATE SOLUTIONS PRIVATE LIMITED No.2/7, Ground Floor, 80ft Road, RMV 2nd Stage Bangalore- 560094
2.Name and address of the Employer	BIZPROUT CORPORATE SOLUTIONS PRIVATE LIMITED No.2/7, Ground Floor, 80ft Road, RMV 2nd Stage Bangalore- 560094
3.Name of the employee	Rohith.C
4.His/her postal address	Sakkaregollahalli Doddaballapur Bangalore -561204
5.His/ herpermanent address	Sakkaregollahalli Doddaballapur Bangalore -561204
6.Father's/husband's name	Channanajachan
7.Date of birth	09/08/2000
8.Date of his/her entry into employment	18/04/2022
9.Designation	Trainee
10.Nature of work entrusted to him	Payroll Accounts and Compliance
11.His/her serial number in the register employment	1355
12.Rate of wagespayble to him/her	
(i) Basic	11,600.00
(ii) VDA	-
(iii) Other allowance if any	2,320.00
Total	13,920.00

Place: Bangalore  
18/04/2022



Acknowledgement by employee  
with date and signature

Signature of employer  
Seal of the establishment

**NOTE: Please Refer Annexure I for other Terms and Conditions of the employment.**



SIDDAGNAGA COLLEGE <sscasciqac@gmail.com>

## Fwd: Offer Letter: Executive Sales

1 message

Somashekharaiyah CS <cssshekhar@gmail.com>  
To: sscasciqac@gmail.com

Mon, Sep 11, 2023 at 11:09 AM

----- Forwarded message -----

From: **likhitha A M** <likhitha225588@gmail.com>  
Date: Fri, 8 Sep, 2023, 4:28 PM  
Subject: Fwd: Offer Letter: Executive Sales  
To: <cssshekhar@gmail.com>

----- Forwarded message -----

From: **Simmi Pillai** <simmi@outshiny.com>  
Date: Sat, 17 Jun, 2023, 1:45 PM  
Subject: Offer Letter: Executive Sales  
To: likhitha A M <likhitha225588@gmail.com>  
Cc: hr outshiny <hr@outshiny.com>, <truptijavalkr8@gmail.com>, <headplacements@abbs.edu.in>

Dear Likhitha A.M

We thank you for your interest in discussing an opportunity to be part of **Outshiny** team.

Based on our discussions with you, we welcome you to join **Outshiny** as Executive Sales, **Bangalore**. You are requested to join us on or before **19th June, 2023, by 9:30 AM**.

Your gross annual compensation (CTC equivalent) will be **Rs. 4,00,000/- (Rupees Four lakhs only) per annum**. All other terms and conditions are as per the company policy, and will be handed over to you when you join the company.

Enclosed below is the CTC break up of your offer. A signed copy of the same will be given to you on your joining.

<b>CTC</b>	<b>4,00,000</b>	<b>32,317</b>
<b>Fixed (A+B)</b>	<b>4,00,000</b>	<b>32,317</b>
<b>Fixed</b>		
Basic	1,46,484	12,207
House Rent Allowance	58,594	4,883
Medical Allowance	15,000	1,250
Special Allowance	1,46,120	12,177
<b>Gross pay</b>	<b>3,66,198</b>	<b>30,517</b>
<b>Retiral Benefits</b>		
Company PF	21,600	1,800
Bonus**	12,202	
<b>Total Benefits</b>	<b>33,802</b>	<b>1,800</b>
<b>Deductions</b>		
Employee PF	21,600	1,800
PT	2,400	200
<b>Total Deduction</b>	<b>24,000</b>	<b>2,000</b>
<b>Net Pay (A-C)</b>	<b>3,42,198</b>	<b>28,517</b>

**NOTE:**

**\*Following will be deducted from Net Salary\***

1. TDS deduction as per the Income Tax Act.
2. Shared Health Insurance Facility

**\*Bonus\*\*** - Subject to discretion of the management.

\*Gratuity becomes payable whenever you resign, after completion of 5yrs as per Gratuity rule.

\*You will be covered under Medical insurance. The premium amount will be deducted annually, based on your age bracket and the details will be shared on your joining.

Also, you will have to bring in the following on the joining day:

2. Copie  
Academ  
3 con  
3 c  
W



Three 2x2 Size Photographs.

Copies of

Academic Credentials

3 copies of the PAN card & Aadhaar card

3 copies of Current address proof (passport/driving license/ration card/voter id)

We request you to give us your acceptance & look forward to your valued contribution.

Please feel free to revert for any further clarification

--

Thanks & Regards,

Simmi Pillai

Sr.Mgr- HR

  
**outshiny**

#17, Survey No. 180/2A,

8th B Cross, Narayanappa Layout,

Thindlu, Bangalore – 560097

[www.outshiny.com](http://www.outshiny.com)

Ph:080-41120306

File No.ADM/SET-GEN/01/2020-21/KAR



## SPICES BOARD

(Ministry of Commerce & Industry Govt. of India)  
Sugandha Bhavan  
N.H. By-pass  
P.B. No. 2277  
Palarvattom P.O.  
Kochi - 682 025, India

## स्पाइसेस बोर्ड

(वाणिज्य एवं उद्योग मंत्रालय, भारत सरकार)  
सुगन्ध भवन  
एन.एच. बाईपास  
पी.बी. नं. 2277  
पालारवट्टम पी.ओ.  
कोच्ची - 682 025, भारत

No. ADM/SET-GEN/01/2020-21/KAR /1117

Dated: 09<sup>th</sup> April 2021.

Mr. Hemanthkumar J,  
Thippaganahalli Village,  
Kallinayakanahalli P.O.,  
Gowribidanur (T),  
Chikkabalapur District  
Karnataka-561213  
Mob: 7259926152  
E.mail: hemu681994@gmail.com

Sir,

Sub : Selection as 'Spices Extension Trainee' – reg.  
Ref : Walk-in test conducted by the Board on 20.10.2020.  
-----

19<sup>th</sup> May' 2021

To,

**Mr. Alarshussain Khan**

Dear Alarsh,

We are pleased to offer you the position of **Associate Research Scientist** in the **Safety Assessment Department** of our organization based in Bangalore. This offer is based on the terms & conditions mutually agreed to and accepted by e-mail of **19<sup>th</sup> May' 2021**. A formal appointment letter will be issued to you on the day of reporting on duty.

In your capacity, as **Associate Research Scientist** you will be reporting to the **Principal Scientist**. You are required to join us **on or before 24<sup>th</sup> May'21**.

This offer will be subject to the standard terms and conditions of employment with the Company and also will be governed by the policies, rules and guidelines of the Company. You will also be required to sign and agree to be bound by the Employee Non-disclosure and Non-solicitation Agreement when you join the employment of the Company.

Please send the acceptance copy of this Letter of Offer duly signed within seven working days of its receipt. Non- receipt of the duly signed acceptance copy by us within the stipulated date will be presumed that you are not interested in this offer and the same shall stand cancelled with immediate effect.

The following documents are required to be produced at the time of joining.

1. Proof of Age – Birth Certificate from appropriate Government Authority or Matriculation Certificate issued by appropriate Examination Board.
2. Proof of Academic Qualification
3. Relieving Letter from previous employers (wherever applicable)
4. Three latest passport size photographs with white background
5. Copy of PAN Card
6. UAN No. (PF)
7. Copy of Aadhar Card

Moreover, this offer letter is issued on the understanding that the information provided by you is correct and true. If at any time, it is found that the information provided by you is not correct or true or has been deliberately suppressed, the Company reserves the right to withdraw this offer.

We welcome you to the Advinus family and look forward to a mutually beneficial and purposeful association.

**For Eurofins Advinus Ltd**



**Sheeba R**

Manager - Human Resources

I have read and understood the terms and conditions and am happy to accept the employment on the said terms and conditions. I will join Advinus on or before \_\_\_\_\_