



SREE SIDDAGANGA COLLEGE OF ARTS, SCIENCE AND COMMERCE



Affiliated to Tumkur University

B. H. Road, Tumkur - 572102

Reaccredited with 'B⁺⁺' grade, with CGPA 2.82 by NAAC in 3rd Cycle

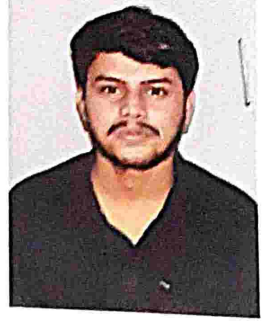
E-mail: principal.sscasc@gmail.com

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

Website: 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



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. 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>
Reply to: Campus HR Team <wipro+email+102u2-6635e126db@talent.icims.com>
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<https://wipro.icims.com/icims2/?r=D8C720890922&contactId=5468370>



Date: May, 31st, 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, 01st, 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 01st, 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

19th 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 **19th 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 24th 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 _____



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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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

STRICTLY PRIVATE AND CONFIDENTIAL

Date: 25 Mar 2021

Dear K G Suhas,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you; we are pleased to offer you an appointment a Bajaj Finance Limited (“Company”) on the following terms:

1. DESIGNATION & BAND

You will be designated as “Executive - Credit Operations” at **GB01 Band**.

2. PERIOD OF EMPLOYMENT

- 2.1. Basis your confirmation that you were relieved from the services of your previous employer as of the date of your joining with Bajaj Finance Limited, please note that, your employment with Bajaj Finance Limited will commence tentatively on **01 Apr 2021** (or any other date as may be agreed by BFL, in its sole discretion) and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5.1 of this Employment Letter.
- 2.2. The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. HOURS AND PLACE OF WORK

- 3.1. You shall be based in our **Kunigal** office but may be required to serve the Company in any place within or outside India, as required.
- 3.2. You may be required to travel nationally and internationally on the business of the Company.
- 3.3. You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.
- 3.4. You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

4. SALARY

- 4.1. Your basic salary will be **Rs. 8,000/- (Rupees Eight Thousand only)** and your house rent allowance will be **Rs. 4,000/- (Rupees Four Thousand only)** per month. Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by law.
- 4.2. A detailed break-up of your compensation is attached as Annexure – A to this Employment Letter.
- 4.3. You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period) all debts or sums owed by you to the Company, its subsidiaries or associate companies, including any outstanding loans (and interest thereon) due to the Company, its subsidiaries or associate companies from you.

5. TERMINATION OR RESIGNATION FROM SERVICE

The employment can, subject to the policies of the

Page 1 of 6

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road,
Viman Nagar, Pune 411014, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.:
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- 5.1. Company and the terms and conditions of this Employment Letter, be terminated by either party by serving **45 (Forty-five days)** written notice to the other party. The notice period of **45 (Forty-five days)** is part of the Employee Separation Policy which is available for your reference on the Company's intranet. However, the said notice period is NOT applicable in the event if your representation are found to be wrong and which resulted breach of clause 2.1.
- 5.2. The Company reserves the right to accept/ reject the notice pay in lieu of notice period mentioned hereinabove. The Company reserves the absolute right to terminate your services at any time without assigning any reason whatsoever by giving you notice in writing or pay in lieu of notice period.
- 5.3. The Company reserves the right, at its discretion and at any time during the notice period to announce to employees, clients, suppliers and customers of the Company, its subsidiaries or associate companies of your termination/ resignation. However, you expressly agree hereby not to make any announcement of your termination/ resignation unless the same has been formally intimated to you or accepted by the Company in writing, as the case may be.
- 5.4. You hereby agree that on or before the date of your termination from employment with the Company, you will delete any information, connection or reference between you and the Company, any client or customer of the Company, or any prospective client or customer of the Company stored in any form of Social Media. For the purposes of this Clause, Social Media means any online communication tool which facilitates the creation, publication, storage and/or exchange of user-generated content. Social Media includes (but is not limited to) Twitter, Skype, Facebook, Myspace, YouTube, Flickr, LinkedIn, Wikis, Google+ and Tumblr.

6. ANNUAL SALARY REVISION

- 6.1. We follow an April to March performance cycle. All salary revisions come up for review in the month of April at the sole discretion of the Company.
- 6.2. Employees who have joined the organization on or before October 1 in the current calendar year, may be eligible for a proportionate salary review during April of next calendar year. The increment if any, is dependent on various factors including performance of employee and would be proportionate to the months' of service rendered by the employee. Those joining after 1st October, will not be eligible for the same.

7. PERFORMANCE BASED VARIABLE BONUS/ INCENTIVE

- 7.1. You will be eligible to participate in the Company's variable pay programs/ incentive schemes. The payment under this program depends on your performance, the Company's performance and other parameters as the Company may decide from time to time. Please note that there is no minimum payment under this program.
- 7.2. Payment of this amount is subject to your being in the Company's employment and also subject to your not having resigned or serving your notice period.
- 7.3. You will declare your relationship, if any, with any of the directors of the Company as required by the Companies Act, 2013.
- 7.4. In case you are or become related to any employee of the Company, then, in the former case you will inform the Company immediately and in the latter case within 7 days of your becoming so.
- 7.5. You will abide by all the policies and disclosure norms of the Company that are in effect and by any amendments thereto carried out by the Company from time to time.

8. COMPANY POLICIES AND PROCEDURE

Bajaj Finance Limited

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Tel: +91 20 30405060
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Corporate ID No.:
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- 8.1. You will devote all your working time to the business of the Company, its subsidiaries and associate companies, as the case may be, depending on the office you are holding and will carry out your duties diligently and properly. You will do your best to promote, protect and develop the interests of the Company and its subsidiaries and associate companies and will not knowingly do or willingly permit to be done anything that causes prejudice, loss or injury to the Company or its subsidiaries and associate companies.
- 8.2. You shall be required at all times to comply with the Company's rules, policies and procedures as may be amended by the Company from time to time, and the same are to be considered as part of terms and conditions of this Employment Letter. You are also required to comply generally with the standards reasonably expected of an appointment of your nature.
- 8.3. Without any limitations on your obligations under Clause 8.1 above, you are also required to comply with the Company's disciplinary and grievance procedures which would be applicable to you, a copy of which is available with the Company's HR Department. For the avoidance of any doubt, whilst the Company's disciplinary rules form part of your contract of employment with the Company, the disciplinary and grievance procedures do not and as such, the Company is not under any contractual obligation to apply those procedures in any particular case.

9. ADDITIONAL DUTIES

- 9.1. You agree and consent that the Company may require you (without additional remuneration) to carry out different or additional duties (including holding any office in the Company, its subsidiaries and associate companies) consistent with your status and position in the Company.
- 9.2. You agree and consent that the Company may engage another person as a temporary replacement for you and/ or to carry out some or all of the responsibilities of your role on a temporary basis if you are suspended or are otherwise in the reasonable opinion of the Company unable to properly carry out some or all of those responsibilities for any reason.

10. EXCLUSIVE EMPLOYMENT

While employed by the Company, you will not:

- 10.1. Be an employee of, or be engaged in any other capacity by, any other company or organisation other than the Company, for remuneration and/ or otherwise, whether full time or part time, without the prior written permission from the Company;
- 10.2. Be involved in any capacity in providing services directly or indirectly to any other person in respect of any business which is similar to or which does or might reasonably be expected to compete or conflict with any aspect of the business of the Company, its subsidiaries and associate companies or which may otherwise affect the proper and efficient performance of your duties;
- 10.3. Be entitled to receive or obtain directly or indirectly any discount, rebate, commission or other benefit in respect of any business transacted (whether or not by you) by or on behalf of the Company or its subsidiaries and associate companies. This prohibition also extends to your immediate relatives. If you, any of your immediate relatives or any other company or other business entity in which either you or they are interested directly or indirectly obtain any such discount, rebate, commission or other benefit, you will immediately account to the Company, its subsidiaries and associate companies for the amount received or the value of benefit obtained; and/ or
- 10.4. Make contact or communicate with any member of the press or media or anyone so connected on behalf of the Company, its subsidiaries and associate companies, or publish any articles or letters or post any content on any Social Media platform on behalf of the Company or its subsidiaries and associate companies other than as required for the purposes of carrying out your duties and in strict compliance with the Company's media policy.

11. INTELLECTUAL PROPERTY

Bajaj Finance Limited

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- 11.1. All intellectual property including but not limited to any discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up made, discovered or created by you during your employment (whether alone or with others and whether or not in the course of your employment), in connection with or relating to the business of the Company, its subsidiaries or associated companies or capable of being used or adapted for use in it shall belong to and be the absolute property of the Company. If required to do so by the Company (whether during or after the termination of your employment), you will at the expense of the Company promptly execute all instruments and do all things necessary to vest ownership of all other rights, title and interests (including any registered rights in the same) in such discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up in the Company (or its nominee) absolutely and as sole beneficial owner.
- 11.2. You acknowledge that your remuneration and all consideration paid to you by the Company under this Employment Letter and as may be revised from time to time, includes compensation for the assignment (if any) to the Company of all intellectual property rights and that the rights and obligations under this Clause shall continue in force after the termination of this Employment Letter in respect of any intellectual property created during your employment with the Company and shall be binding upon your legal representatives.

12. CONFIDENTIALITY AND NON-DISCLOSURE

- 12.1. You hereby agree that without the prior written consent of the Company, either during or after the period of employment and except as required by you in the course of your employment, you shall not divulge directly or indirectly or otherwise use, disseminate, disclose, reveal, report, copy, transfer, lecture upon or publish articles concerning any confidential information, including but not limited to all and any intellectual property under Clause 11.1 above which may come to your knowledge during the term of your employment and/ or otherwise, and shall maintain complete secrecy in respect of all such confidential information and/ or intellectual property entrusted to you and shall not use or attempt to use such confidential information and/ or intellectual property in any manner which may or may be likely to injure or cause loss either directly or indirectly to the Company or its business. You hereby agree that this restriction shall continue to apply even after the term of your employment with the Company, your termination from employment with the Company and/ or your resignation from the Company without limit as to a point in time, excepting when such confidential information and/ or intellectual property becomes available in the public domain.
- 12.2. You hereby agree and acknowledge that in the event of your being in violation of Clause 12.1 above, the Company is at liberty to initiate appropriate civil and criminal legal action against you including but not limited to prosecution for data theft and criminal breach of trust.
- 12.3. For the purposes of this Employment Letter, "confidential information" includes and is not limited to all trade secrets and confidential information relating to the Company, its subsidiaries or associate companies, or their businesses and its or their past, current or prospective clients and suppliers and their respective businesses, and further includes and is not limited to all intellectual property of the company as under Clause 11.1 above.

13. COMPANY'S IMAGE

You will be always alive to the duties and responsibilities attached to your employment and you shall conduct yourself accordingly and protect and project the image of the Company.

14. FALSE RECORDS/INFORMATION/ MISREPRESENTATION

If any document or information furnished by you to the Company is false or if you are, at any time, found to have suppressed any material information, or if you made any misrepresentation,

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you will be liable for termination without notice and the notice period contemplated under clause 5.1 will NOT apply in such situation.

Further, this appointment is subject to us receiving satisfactory reports, based on verifications and reference checks done by us.

15. GENERAL

- 15.1. This Employment Letter and the annexures to this Employment Letter and the various agreements and documents referred to in this Employment Letter constitute the sole record of this Employment Letter between the parties with regard to the subject matter hereof and shall substitute any other agreement/ understanding between the parties in respect of the subject matter of this Employment Letter.
- 15.2. If any provision of this Employment Letter is held to be illegal, invalid or unenforceable for any reason, such provision may be unenforceable between the parties but without affecting, impairing or invalidating any of the remaining provisions of this Employment Letter which shall continue to be of full force and effect.
- 15.3. The expiry or termination of this Employment Letter (for any reason) shall not operate to affect any of its provisions which, in accordance with their terms, are expressed to operate or have effect after such expiry or termination.
- 15.4. Notices must be given by either party by letter or e-mail addressed to the other party at, in the case of the Company its registered office for the time being, and in your case, to your last known address and e-mail address issued by the Company. Notices may also be issued by you to the Company. Any notice given shall be deemed to have been given at the time of delivery to and/ or receipt by the intended recipient.
- 15.5. This Employment Letter shall be governed by the laws of India and the parties submit to the exclusive jurisdiction of the Courts in Pune. Any reference to a statutory provision shall be deemed to include a reference to any statutory modification or re-enactment of it.

If the appointment on the above terms and conditions is acceptable to you, you are requested to confirm your acceptance on the above terms and condition by returning one copy of this letter duly signed by you.

Welcome to Bajaj Finance Limited, and wish you a very successful career with the group.

For Bajaj Finance Limited,

Subeer Bakshi
Senior Head – Human Resources

Encl: Annexure

I have fully read and understood the terms of this Employment Letter. I accept the same on the above terms and conditions, and as appointed, I agree to abide by the rules and regulation of the company and will be joining on _____.

Signature : _____

Name : _____

Page 5 of 6

Bajaj Finance Limited

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Viman Nagar, Pune 411014. Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.:
L65910MH1987PLC042961

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Annexure - A

Detailed Salary Structure

Date : 25 Mar 2021
Name : K G Suhas
Band : GB01

Particulars	Annually	Monthly
Basic	96,000	8,000
House Rent Allowance	48,000	4,000
Special Allowance	22,497	1,875
Statutory Bonus	41,522	3,460
Contributory Provident Fund	14,220	1,185
ESIC	6,761	563
Fixed Pay	229,000	19,083
Gratuity	4,618	
Indicative Performance Pay#	57,250	
Total Cost to Company	290,868	

#The Indicative Performance Pay amount as per the current performance pay policy may vary depending upon the performance of individual and of the company. The management reserves the rights to amend policy at any point of time.

* The exact sum of all elements may mismatch up to Rs.10/- . In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.

Other Benefits:

- Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
- Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
Your CTC (Cost to Company) consisting of various components are detailed in the 'Salary Structure' stated above, which is inclusive of all contractual & statutory components of your compensation. Accordingly, BFL shall not be liable to pay any additional sum over and above CTC. However, BFL reserves the right to amend / vary your Salary Structure at any time, either under law or as part of any initiative by BFL, under intimation to you. Your continued employment with BFL is construed as your deemed acceptance to the above.
- If your employment is terminated by you for any reason prior to completion of twelve months of services, then you will pay back to the Company the entire joining expense incurred if any, by the Company.
- You would be covered under the Group Term Life Insurance scheme, with a sum insured of **Rs. 2,000,000 /- (Rupees Twenty Lakh only)**. Additionally, you would be covered under the Group Accident Insurance Scheme, with a sum insured of **Rs. 2,500,000 /- (Rupees Twenty-five Lakh only)**.
- Further, you would be entitled to a hospitalization claim policy of up to **Rs. 300,000 /- (Rupees Three Lakh only)** the premium for which will be borne by the Company. You have the option to include spouse, parents, and up to two children (Group subsidized premium borne by the employee).

Name and Signature, confirming acceptance of the above terms and conditions

Signature : _____

Name :

Date :

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road, Viman Nagar, Pune 411014, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
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ಸಂಖ್ಯೆ: 04/ನೇಮಕಾತಿ/ಸಿಪಿಸಿ-92/2021-22
ಓ.ಬಿ.ಸಂಖ್ಯೆ: 102/2022.



ಪೊಲೀಸ್ ಅಧೀಕ್ಷಕರವರ ಕಛೇರಿ.
ಬಿ.ಎಂ.ರಸ್ತೆ, ರಾಮನಗರ ಜಿಲ್ಲೆ-562159
ದೂ.ಸಂಖ್ಯೆ.080-27271101.ಡಿ.: 31.03.2022

ನೇಮಕಾತಿ ಆದೇಶ

ವಿಷಯ:-

ನಾಗರೀಕ ಪೊಲೀಸ್ ಕಾನ್ಸ್ಟೇಬಲ್ (ಪುರುಷ & ಮಹಿಳಾ) (ಎನ್‌ಕೆಕೆ-3533) ಮತ್ತು ಸೇವಾನಿರತ-387 ಹುದ್ದೆಗೆ ಆಯ್ಕೆಯಾದ ಅಭ್ಯರ್ಥಿಗಳಿಗೆ ನೇಮಕಾತಿ ಆದೇಶ ನೀಡುವ ಕುರಿತು.

ಉಲ್ಲೇಖ:-

1. ನೇಮಕಾತಿ ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ:01/ನೇಮಕಾತಿ-4/2021-22. ದಿನಾಂಕ: 21.05.2021.
2. ನೇಮಕಾತಿ ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ:04/ನೇಮಕಾತಿ-4/2021-22. ದಿನಾಂಕ: 18.08.2021.
3. ಉಪ ಪೊಲೀಸ್ ಮಹಾನಿರೀಕ್ಷಕರು, ನೇಮಕಾತಿ ಹಾಗೂ ಸಮನ್ವಯಾಧಿಕಾರಿ. ಪಿಸಿ ನೇಮಕಾತಿ ಸಮಿತಿ, ಬೆಂಗಳೂರು ರವರ ಜ್ಞಾಪನ ಸಂಖ್ಯೆ: 01/ನೇಮಕಾತಿ-4/2020-21, ದಿನಾಂಕ: 18.01.2022 ಮತ್ತು 22.03.2022.
4. ನಾಗರೀಕ ಪೊಲೀಸ್ ಕಾನ್ಸ್ಟೇಬಲ್ (ಪುರುಷ & ಮಹಿಳಾ) ಮತ್ತು (ಸೇವಾನಿರತ) ಪೋಲ್‌ಸೆಟ್-2021ರ ಹುದ್ದೆಗಳ ಪ್ರಥಮ ಪರಿಷ್ಕೃತ ತಾತ್ಕಾಲಿಕ ಆಯ್ಕೆ ಪಟ್ಟಿ ಪ್ರಕಟಿಸಲಾದ ದಿನಾಂಕ:24.03.2022.
5. ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ:ಎಫ್‌ಡಿ(ಎಸ್‌ಪಿಎಲ್)04/ಪಿಇಟಿ/2005. ದಿನಾಂಕ:31.03.2006.
6. ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ: ಒಇ 130 ಪೊಸಿ 2017, ದಿನಾಂಕ:18.09.2017.

ರಾಮನಗರ ಜಿಲ್ಲೆಯಲ್ಲಿ ಖಾಲಿಯಿರುವ 92 ಸಂಖ್ಯೆಯ ನಾಗರೀಕ ಪೊಲೀಸ್ ಕಾನ್ಸ್ಟೇಬಲ್ (ಪುರುಷ & ಮಹಿಳಾ) ಮತ್ತು (ಸೇವಾನಿರತ) ಹುದ್ದೆಗಳಿಗೆ ದಿನಾಂಕ:21.11.2021ರಂದು ಲಿಖಿತ ಪರೀಕ್ಷೆ ನಡೆಸಿ 1:5ರ ಅನುಪಾತದಂತೆ ಅರ್ಹ ಅಭ್ಯರ್ಥಿಗಳಿಗೆ ದಿನಾಂಕ: 05.01.2022, 06.01.2022 ಮತ್ತು 11.03.2022ಗಳಂದು ದೇಹದಾರ್ಡ್ಯತೆ ಮತ್ತು ಸಹಿಷ್ಣುತೆ ಪರೀಕ್ಷೆಗಳನ್ನು ನಡೆಸಲಾಗಿದ್ದು, ಅರ್ಹರಾಗಿರುವ ಅಭ್ಯರ್ಥಿಗಳು ಲಿಖಿತ ಪರೀಕ್ಷೆಯಲ್ಲಿ ಪಡೆದಿರುವ ಅಂಕಗಳು ಮತ್ತು ಮೀಸಲಾತಿ ಆಧಾರದ ಮೇರೆಗೆ ಹಾಗೂ ಉಲ್ಲೇಖದಲ್ಲಿರುವ ಆದೇಶ ಹಾಗೂ ಪತ್ರಗಳಿಗನುಸಾರವಾಗಿ ನೇರ ನೇಮಕಾತಿ ಮೂಲಕ ನೀವು ನಾಗರೀಕ ಪೊಲೀಸ್ ಕಾನ್ಸ್ಟೇಬಲ್ (ಪುರುಷ & ಮಹಿಳಾ) ಹುದ್ದೆಗೆ ಆಯ್ಕೆಯಾಗಿದ್ದು ರೂ.23500- 550- 24600-600-27000-650-29600-750-32600- ಹಾಗೂ ಇತರೆ ಭತ್ಯೆಗಳಿಗೆ ಅರ್ಹವಾಗುವಂತೆ ಹಾಗೂ ಮಾನ್ಯ ಕರ್ನಾಟಕ ಆಡಳಿತ ನ್ಯಾಯ ಮಂಡಳಿ ಮತ್ತು ಇತರೆ ಘನ ನ್ಯಾಯಾಲಯಗಳ ಮುಂದೆ ಉದ್ಭವಿಸುವ ವ್ಯಾಜ್ಯಗಳ ಬಗ್ಗೆ ನೀಡುವ ತೀರ್ಮಾನಗಳು ಮತ್ತು ಅಂತಿಮ ಆಯ್ಕೆ ಪಟ್ಟಿಗೆ ಒಳಪಟ್ಟಿರುವ ಷರತ್ತಿನ ಮೇರೆಗೆ ಹಾಗೂ ಯಾವುದೇ ಅಪರಾಧ ಪ್ರಕರಣದಲ್ಲಿ ಭಾಗಿಯಾಗಿರುವುದು ಕಂಡುಬಂದಲ್ಲಿ ಸೇವೆಯಿಂದ ವಜಾ ಮಾಡುವ ನಿಬಂಧನೆಯ ಮೇರೆಗೆ ನಿಮ್ಮನ್ನು ನಾಗರೀಕ ಪೊಲೀಸ್ ಕಾನ್ಸ್ಟೇಬಲ್ (ಪುರುಷ & ಮಹಿಳಾ) ಹುದ್ದೆಗೆ ಈ ಘಟಕದಲ್ಲಿ ತಾತ್ಕಾಲಿಕವಾಗಿ ನೇಮಕ ಮಾಡಲಾಗಿದೆ.

ನೀವು ಕರ್ತವ್ಯಕ್ಕೆ ವರದಿ ಮಾಡಿಕೊಂಡ ದಿನದಿಂದ ಎರಡೂವರೆ ವರ್ಷಗಳ ಕಾಲ ಪ್ರೋಬೇಷನರಿ ಅವಧಿ (PROBATIONARY PERIOD) ಯನ್ನು ಪೂರೈಸಬೇಕಾಗಿದೆ. ಈ ಪ್ರೋಬೇಷನರಿ ಅವಧಿಯಲ್ಲಿ ಯಾವುದೇ ರೀತಿಯ ಅನರ್ಹತೆ ಕಂಡುಬಂದರೆ ಯಾವುದೇ ಕಾರಣ ನೀಡದೇ ನಿಮ್ಮನ್ನು ಕೆ.ಸಿ.ಎಸ್. ಪ್ರೋಬೇಷನರಿ ನಿಯಮಗಳು 1977ರ ಪ್ರಕಾರ ಕೆಲಸದಿಂದ ತೆಗೆದುಹಾಕಲಾಗುವುದು.

ಪು.ತಿ.ನೋ.-2



ನೀವು ದಿನಾಂಕ: 13.04.2022 ರಂದು ನೇಮಕಾತಿ ಪ್ರಾಧಿಕಾರಿ/ಮೂಲೀಸ್ ಆಧೀಕ್ಷಕರವರ ಕಛೇರಿ, ಮೂಲೀಸ್ ಭವನ, ರಾಮನಗರ ಜಿಲ್ಲೆ, ರಾಮನಗರ ಇಲ್ಲಿ ರವರ ಬಳಿ ಸ್ವಂತ ವಿರ್ಜಿನಲ್ಲಿ ಕರ್ತವ್ಯಕ್ಕೆ ವರದಿ ಮಾಡಿಕೊಳ್ಳತಕ್ಕದ್ದು ನಿಗದಿತ ಸಮಯದೊಳಗೆ ಹಾಜರಾಗದಿದ್ದಲ್ಲಿ ಯಾವುದೇ ಮುನ್ನೂಚನೆಯನ್ನು ನೀಡದೆ ನಿಮ್ಮ ನೇಮಕಾತಿಯನ್ನು ರದ್ದುಪಡಿಸಲಾಗುವ ಅಂತಿಮ ಅಧಿಕಾರವನ್ನು ನೇಮಕಾತಿ ಪ್ರಾಧಿಕಾರವು ಹೊಂದಿರುತ್ತದೆ.

ನೀವು ಕರ್ತವ್ಯಕ್ಕೆ ಹಾಜರಾಗುವ ಸಮಯದಲ್ಲಿ ಈ ಕೆಳಕಂಡ ಮೂಲ ದಾಖಲಾತಿಗಳನ್ನು ತಪ್ಪದೇ ಹಾಜರುಪಡಿಸಬೇಕು.

1. ಇತ್ತೀಚಿನ ಪಾಸ್ ಪೋರ್ಟ್ ಮತ್ತು ಸ್ಟಾಂಪ್ ಅಳತೆಯ ತಲಾ ನಾಲ್ಕು ಭಾವಚಿತ್ರಗಳು.
2. ಇಬ್ಬರು ಸ್ಥಳೀಯ ಗಣ್ಯ ವ್ಯಕ್ತಿಗಳಿಂದ ಇತ್ತೀಚಿನ 06 ತಿಂಗಳ ಒಳಗೆ ಪಡೆದಿರುವ ನಡತೆ/ಚಾರಿತ್ರ್ಯದ ಪ್ರಮಾಣ ಪತ್ರ.
3. ಸರ್ಕಾರಿ ಆಸ್ಪತ್ರೆಯ ಸರ್ಜನ್ ರವರಿಂದ ಪಡೆದ ವೈದ್ಯಕೀಯ (ಫಿಟ್ನೆಸ್) ಪ್ರಮಾಣ ಪತ್ರ (ರಕ್ತದ ಗುಂಪು & ವೈಯಕ್ತಿಕ ಚಿಹ್ನೆಗಳನ್ನು ಒಳಗೊಂಡಿರುವಂತೆ).
4. ಆಧಾರ್ ಕಾರ್ಡ್.
5. ಪಾನ್ ಕಾರ್ಡ್.
6. ಅಭ್ಯರ್ಥಿಯ ಹೆಸರಿನಲ್ಲಿರುವ ಯಾವುದಾದರೂ ರಾಷ್ಟ್ರೀಕೃತ ಬ್ಯಾಂಕಿನ ಪಾಸ್‌ಬುಕ್.
7. ಇಲಾಖೆಯಲ್ಲಿ ಕನಿಷ್ಠ 05 ವರ್ಷಗಳ ಸೇವೆಯನ್ನು ಆಯ್ಕೆಗೊಂಡಿರುವ ಹುದ್ದೆಯಲ್ಲೇ ಸಲ್ಲಿಸುವುದಾಗಿ ರೂ.500/-ಗಳ ಛಾಪಾ ಶಾಗದದಲ್ಲಿ ರೂ.1,00,000/- (ರೂಪಾಯಿ ಒಂದು ಲಕ್ಷ ಮಾತ್ರ)ಗಳ ಮುಚ್ಚಳಿಕೆ ಪ್ರಮಾಣ ಪತ್ರ (INDEMNITY BOND).
8. ಕೋವಿಡ್-19 ಪರೀಕ್ಷೆಯ ವೈದ್ಯಕೀಯ ಪ್ರಮಾಣ ಪತ್ರ.

S.L. NO.	APPL. NO., ROLL NO., DOB & GENDER	NAME & AADHAR CARD NO.	PHOTO, SIGNATURE & THUMB	ADDRESS	CATEGORY	RE MARKS	ALLOTTED METAL NO.
	1553112, 9664181, 18.05.1996 & Male	Shashikumara . N.K. 4656 4077 0853	 	S/o Kumara, Neelasandra (V), R. Byadarahalli (P), Kunigal Tq., Tumakuru Dist, Karnataka- 572123, Mob No:7975401655 email:nkshashikumara@gmail.com	3B (V.Lingaytha)	GM_RUR	CPC - 948
	1554079, 9663591, 30.05.1998 & Male	Manu. B.T. 2782 9631 5336	 	S/o Thimmaiah, K.Byadarahalli, Yalekadakalu (P), Huliyurdurga (H), Kunigal Tq., Tumkur Dist, Karnataka- 572123 Mob No: 9740666585 email: manumanu61222@gmail.com	3A (Vokkalliga)	GM_RUR	CPC - 949

ಪು.ತಿ.ನೋ.-3



PF. NO. POL. NO. DOB & GENDER	NAME & AADHAR CARD NO.	PHOTO, SIGNATURE & THUMB	ADDRESS	CATE GORY	RE MARKS	ALLOT METAL NO.
155120. 9854227. 25.06.1995 & Male	Krushna. K. 5779 7169 6861	 Krushna K	S/o Komareppa. K., Halakundi (V), Bellary Tq & Dist, Karnataka-583102 Mob No: 8553153974 email:krishna.k.10000 @gmail.com	2A (kuru ba)	GM_OTH	CPC - 950
155127. 9854227. 25.06.1991 & Male	Mohankumar . K.N. 6534 6161 5868	 Mohankumar	S/o Nanjegowda, Kempasagara, Tharedakuppe (P), Kothagere (H), Kunigal Tq., Tumkur Dist, Karnataka- 572130 Mob No: 7348807564 email: mohannanjegowda98 @gmail.com	3A (Vokka liga)	GM_OTH	CPC - 951
155229. 9444355. 30.06.1997 & Male	Jambanna Kattihola 4368 4125 3810	 Jambanna	S/o Ramanna Kattihola, 5th ward, Near Bhimabika temple, Vidyanagar, Kushtagi Town & Tq., Koppal Dist, Karnataka-583277 Mob No:8970010598 email:Jambannark33 @gmail.com	2A (Kuru ba)	GM_OTH	CPC - 952
1550105. 9663259, 29.04.1999 & Male	Girish Nayaka. S. 5191 6519 6998	 Girish Nayaka S	S/o Srinivas. G., Nayakara Beedi, Shettihalli, Tumkur Tq & Dist, Karnataka- 572102, Mob No:7022486424, email:girishnayakas95 82@gmail.com	S.T. (Naya ka)	GM_OTH	CPC.



1. ಅಭ್ಯರ್ಥಿಗಳ ಆಯ್ಕೆ ನೇಮಕಾತಿ ಆದೇಶವು ಈ ಕೆಳಕಂಡ ನಿಬಂಧನೆಗಳಿಗೆ ಒಳಪಟ್ಟಿರುತ್ತದೆ.
 - ನ್ಯಾಯಾಲಯಗಳಿಂದ ಸಂಬಂಧವಾಗಿ ಮಾನ್ಯ ಕರ್ನಾಟಕ ಆಡಳಿತ ನ್ಯಾಯಮಂಡಳಿಯಲ್ಲಿ ಅಥವಾ ಇತರ ನೇಮಕಾತಿ ಪ್ರಾಧಿಕಾರ ಹೊಂದಿರುತ್ತದೆ. ತೀರ್ಮಾನಗಳ ಆಧಾರದ ಮೇಲೆ ಕ್ರಮ ತೆಗೆದುಕೊಳ್ಳುವ ಅಧಿಕಾರವನ್ನು ಸಿ.ಸಿ.ಎಸ್.ಆರ್. ನಿಯಮಗಳ ಪ್ರಕಾರ ನಿಮ್ಮ ನಿಗದಿಪಡಿಸಿದ ಇಲಾಖಾ ಪರೀಕ್ಷೆಯಲ್ಲಿ ತೇರ್ಗಡೆ ಹೊಂದಿದ್ದಲ್ಲಿ ಯಾವುದೇ ನ್ಯಾಯಾಲಯವು ಪ್ರಕಾರ ನೀಡಿದ ನೇಮಕಾತಿಯನ್ನು ಅನುಜ್ಞಿತ ಮತ್ತು ಪೂರ್ಣವಾಗಿ ಕಂಡುಬಂದಲ್ಲಿ ಅನಿಯಮಿತಗೊಳಿಸಿದಲ್ಲಿ ಯಾವುದೇ ಕಾರಣಗಳಿಂದ ಆಯ್ಕೆಗೊಂಡ ಹುದ್ದೆಗೆ ಅನರ್ಹರಾಗಿ ಕಂಡುಬಂದಲ್ಲಿ ಕರ್ನಾಟಕ ನಾಗರೀಕ ಸೇವಾ ನಿಮ್ನು (ಪರಿವೀಕ್ಷಣಾ) ನಿಯಮ 1977ರ ಪ್ರಕಾರ ಯಾವುದೇ ಮುನ್ನಿಚ್ಛೆಯನ್ನು ನೀಡದೇ ನಿಮ್ಮನ್ನು ಸೇವೆಯಿಂದ (ಪರಿವೀಕ್ಷಣಾ) ನಿರಾಕರಿಸಿ ನಿಮ್ಮ ನೇಮಕಾತಿಯನ್ನು ಅನುಜ್ಞಿತ ಮತ್ತು ಪೂರ್ಣವಾಗಿ ಕಂಡುಬಂದಲ್ಲಿ.
2. ಈ ನೇಮಕಾತಿ ಆದೇಶವು ತಾತ್ಕಾಲಿಕವಾಗಿದ್ದು, ಸೇವಕಾತಿಯ ನಂತರ ಅಭ್ಯರ್ಥಿಯ ಗುಣ-ಸಹಿತ ಹಾಗೂ ಜಾರಿತ್ಯದ ಬಗ್ಗೆ ಪ್ರತಿಕೂಲ ವರದಿ ನೀಡಿ ಹಾಜರುಪಡಿಸಿದ ದಾಖಲೆಗಳೆಂಬುದು ಯಾವುದೇ ಸಂದರ್ಭದಲ್ಲಿ ನಕಲಿ ಅಥವಾ ಸುಳ್ಳು ಮಾಹಿತಿ ನೀಡಿ ಹಾಜರುಪಡಿಸಿದ ದಾಖಲೆಗಳೆಂಬುದು ಯಾವುದೇ ಸಂದರ್ಭದಲ್ಲಿ ಕಂಡುಬಂದಲ್ಲಿ ಯಾವುದೇ ಮುನ್ನಿಚ್ಛೆಯನ್ನು ನಿರಾಕರಿಸಿ ನಿಮ್ಮ ನೇಮಕಾತಿಯ ನಂತರ ಅಭ್ಯರ್ಥಿಯ ಗುಣ-ಸಹಿತ ಹಾಗೂ ಅವರ ವಿರದ್ಧ ಕಾನೂನು ಕ್ರಮ ಜರುಗಿಸಲಾಗುವುದು.
3. ಈ ನೇಮಕಾತಿಯ ಅಂಚೆಗೆ ಸಂಬಂಧಿಸಿದಂತೆ ಉಲ್ಲೇಖ(5)ರಲ್ಲಿ ಕಾಣಿಸಿರುವ ಸರ್ಕಾರದ ಆದೇಶ ಹಾಗೂ ಮುಂದಿನ ದಿನಗಳಲ್ಲಿ ಆಗಿಂದಾಗ್ಗೆ ಹೊರಡಿಸುವ ಸರ್ಕಾರಿ ಆದೇಶಗಳಿಗೆ ಒಳಪಟ್ಟಿರುತ್ತದೆ. ಪೂರ್ವ ಪರಿಶೋಧನೆ ಅಧಿನಿಯಮ 08 ತಿಂಗಳ ಬುನಾದಿ ತರಬೇತಿ ಪಡೆಯಬೇಕಾಗಿರುತ್ತದೆ. ಹಾಗೂ ಇವರ ಹಾಯ್ (ಪುರುಷ & ಮಹಿಳಾ) ಅವಧಿಯನ್ನು ಘೋಷಿಸುವ ಮೊದಲು ನಾಗರೀಕ ಪೊಲೀಸ್ ಕಾನ್ಸ್ಟೇಬಲ್ ಘಾಷ ಪರೀಕ್ಷೆ ಹಾಗೂ ಇಲಾಖಾ ಪರೀಕ್ಷೆಗಳನ್ನು ಕಡ್ಡಾಯವಾಗಿ ಉತ್ತೀರ್ಣರಾಗಬೇಕಾಗುತ್ತದೆ.
4. ಅಭ್ಯರ್ಥಿಯು ಕರ್ತವ್ಯಕ್ಕೆ ಹಾಜರಾಗುವ ಸಮಯ ಯಾವುದೇ ಪ್ರಯಾಣ ಭತ್ಯೆಗೆ ಅರ್ಹರಿರುವುದಿಲ್ಲ.
5. ಅಭ್ಯರ್ಥಿಗಳ ಜೇಷ್ಠತೆಯನ್ನು ಕೆ.ಸಿ.ಎಸ್. (ಜೇಷ್ಠತೆ) ನಿಯಮಗಳು 1957ರ ನಿಯಮ 5(2)ರನ್ವಯ ನಾಗರೀಕ ಪೊಲೀಸ್ ಕಾನ್ಸ್ಟೇಬಲ್ (ಪುರುಷ & ಮಹಿಳಾ) ಹುದ್ದೆಗಳ ಅಂತಿಮ ಆಯ್ಕೆಪಟ್ಟಿಯ ಅಂಕಗಳ ಆಧಾರದ ಮೇಲೆ ನಿಗದಿಪಡಿಸಲಾಗುವುದು.
6. ಕರ್ತವ್ಯಕ್ಕೆ ವರದಿ ಮಾಡಿಕೊಂಡ ಕೂಡಲೇ ಕರ್ನಾಟಕ ರಾಜ್ಯ ವಿಮಾ ಇಲಾಖೆಯಲ್ಲಿ ಕಡ್ಡಾಯ ವಿಮಾಡಾರ ರಾಗದ ಮತ್ತು ಇ.ಜಿ.ಐ.ಎಸ್. ಮೊದಲ ಕಂತನ್ನು (ನಿಗದಿಪಡಿಸಿರುವ ಮೊತ್ತ) ಪಾವತಿ ಮಾಡದ ಹೊರತು ವೇತನವನ್ನು ಆಕರಣೆ ಮಾಡಲಾಗುವುದಿಲ್ಲ.

(ಕೆ. ಶಂಕರೇಷ್. ಹು.) ಐ.ಪಿ.ಎಸ್.,
 ಮುಖ್ಯ ಅಧೀಕ್ಷಕರು ಹಾಗೂ ಅಧ್ಯಕ್ಷರು,
 ನೇಮಕಾತಿ ಸಮಿತಿ,
 ಹಾಗೂ ಮಹಿಳಾ ಅಧೀಕ್ಷಕರು,
 ರಾಜ್ಯವಿಮೆ ಇಲಾಖೆ, ಬೆಂಗಳೂರು.

ಗೆ:-

ಮೇಲ್ಕಂಡ ಎಲ್ಲಾ ಅಭ್ಯರ್ಥಿಗಳಿಗೆ (ನೊಂದಣಿ ಅಂಚೆ ಮೂಲಕ ಸ್ವೀಕೃತಿ ಬಾಕಿ ಸಮೇತ ಕಳುಹಿಸಿದೆ).

ಪ್ರತಿ :

1. ಓ.ಬಿ., ಸೇವಾಪುಸ್ತಕ, ವೇತನ/ಆಯವ್ಯಯ, ಸಂಗ್ರಹ, ಸಿಬಿ ಹಾಗೂ ಗಣಕಯಂತ್ರ ವಿಭಾಗಗಳಿಗೆ ಮುಂದಿನ ಸೂಕ್ತಕ್ರಮಕ್ಕಾಗಿ.
2. ಶಾಖಾಧೀಕ್ಷಕರು, ಸಿಬ್ಬಂದಿ ಮತ್ತು ಲೆಕ್ಕಪತ್ರ ಶಾಖೆ, ಡಿಪಿಓ ರವರುಗಳಿಗೆ ಮಾಹಿತಿಗಾಗಿ ಹಾಗೂ ಸದರಿ ಅಭ್ಯರ್ಥಿಗಳು ಕರ್ತವ್ಯಕ್ಕೆ ವರದಿ ಮಾಡಿದ ದಿನವೇ ಸಂಬಂಧಪಟ್ಟ ದಾಖಲೆಗಳನ್ನು ಪಡೆದುಕೊಂಡು ಅವರುಗಳ ಸೇವಾಪುಸ್ತಕ ಗಳನ್ನು ತೆರೆಯುವುದು ಹಾಗೂ ಕೆ.ಜಿ.ಐ.ಡಿ ಯಲ್ಲಿ ನಿಗದಿಪಡಿಸಿರುವ ಕನಿಷ್ಠ ಮಾಸಿಕ ವಂತಿಯನ್ನು ಮತ್ತು ಇ.ಜಿ.ಐ.ಎಸ್. ಮೊದಲ ಕಂತನ್ನು ಪಾವತಿಸುವ ಬಗ್ಗೆ ಸೂಕ್ತಕ್ರಮ ಕೈಗೊಳ್ಳಲು ಸೂಚಿಸಿದೆ.

3. ಸಿಬ್ಬಂದಿ-5 ವಿಭಾಗಕ್ಕೆ ಮೇಲ್ಕಂಡ ಅಭ್ಯರ್ಥಿಗಳನ್ನು ಬುನಾದಿ ತರಬೇತಿಗೆ ನಿಯೋಜಿಸುವ ಬಗ್ಗೆ ಕ್ರಮ ವಹಿಸುವುದು.
4. ಡಿವೈಎಸ್.ಪಿ. ಡಿಎಆರ್, ರಾಮನಗರ ಜಿಲ್ಲೆ ರವರಿಗೆ ಮಾಹಿತಿಗಾಗಿ ಹಾಗೂ ಅಗತ್ಯಕರವಾಗಿ. ಅಭ್ಯರ್ಥಿಗಳ ಸೇವಾಪುಸ್ತಕ ಪ್ರಾರಂಭ, ಹೊಸ ಬ್ಯಾಂಕ್ ಖಾತೆ, ಕೆಜಿಐಡಿ, ಎನ್‌ಪಿಎಸ್, ಬೆರಳುಮುದ್ರೆ, ಇತರಗಳ ಬಗ್ಗೆ ಕ್ರಮ ಕೈಗೊಳ್ಳುವುದು.
5. ಪಿ.ಐ. ಎಫ್‌ಪಿ.ಬಿ ಮತ್ತು ನಿಸ್ತಂತು ವಿಭಾಗ (ನೋಡಲ್ ಅಧಿಕಾರಿಗಳು) ರಾಮನಗರ ಜಿಲ್ಲೆ ರವರುಗಳಿಗೆ ಮೇಲ್ಕಂಡ ಅಭ್ಯರ್ಥಿಗಳು ಕರ್ತವ್ಯಕ್ಕೆ ವರದಿ ಮಾಡಿಕೊಂಡ ದಿನ ಬೆರಳು ಮುದ್ರೆ ಹಾಗೂ ಮುಖ ಚಿಹ್ನೆಯನ್ನು ಪರಿಶೀಲಿಸಿ ವರದಿ ನೀಡಲು ಸೂಚಿಸಿದೆ.

ಪತ್ನಿಯನ್ನು ಅಧಿನಂದನೆಗಳೊಂದಿಗೆ ಮಾಹಿತಿಗಾಗಿ:-

1. ಮಹಾನಿರ್ದೇಶಕರು ಮತ್ತು ಪೊಲೀಸ್ ಮಹಾನಿರೀಕ್ಷಕರು, ಕರ್ನಾಟಕ ರಾಜ್ಯ, ಬೆಂಗಳೂರು ರವರಿಗೆ.
2. ಪೊಲೀಸ್ ಮಹಾನಿರ್ದೇಶಕರು, ತರಬೇತಿ, ಬೆಂಗಳೂರು ರವರಿಗೆ.
3. ಅಪರ ಪ್ರೊಲೀಸ್ ಮಹಾನಿರ್ದೇಶಕರು, ನೇಮಕಾತಿ, ಬೆಂಗಳೂರು ರವರಿಗೆ.
4. ಪ್ರೊಲೀಸ್ ಮಹಾನಿರೀಕ್ಷಕರು, ಕೇಂದ್ರ ವಲಯ ಮತ್ತು ತರಬೇತಿ, ಬೆಂಗಳೂರು ರವರುಗಳಿಗೆ.
5. ಉಪ ಪ್ರೊಲೀಸ್ ಮಹಾನಿರೀಕ್ಷಕರು, ನೇಮಕಾತಿ ಹಾಗೂ ಸಮನ್ವಯಾಧಿಕಾರಿ, ಪಿ.ಐ. ನೇಮಕಾತಿ ಸಮಿತಿ, ಬೆಂಗಳೂರು ರವರಿಗೆ.



Offer: Computer Consultancy
Ref: TCSL/CT20213738123/Bangalore
Date: 14/10/2021

Ms. Diana T E
New Extension Heggere, Behind Bhiraveshwara College, Tumkur.,
Near Bhiraveshwara College,
Heggere-572107,
Karnataka.
Tel# -

Dear Diana T E,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,53,578/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹15,000/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹6,000/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹1,035/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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

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amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

RETIRALS

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Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment,

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business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

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

10. Work in SBWS mode

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

11. Service Agreement

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

12. Overseas International Assignment Agreement

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

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

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

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

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

16. Retirement

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

17. Pre-employment Medical Certificate

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

18. Employment of Non Indian Citizens

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

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19. Background Check

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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
 - Aadhaar Card
 - Standard X and XII/Diploma mark sheets & Certificate
 - Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
 - Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
 - Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
 - Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
 - Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
 - Passport / Acknowledgement letter of passport application
 - Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
 - 4 passport sized photographs
 - Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
 - An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - If you were employed, a formal Relieving letter & Experience letter from your previous employer
- The original documents will be returned to you after verification.



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

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

21. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

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

23. Rules and Regulations of the Company

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

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

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

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

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

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

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

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Withdrawal of Offer

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

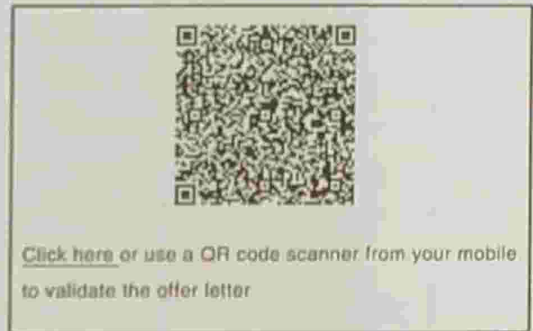
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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GROSS SALARY SHEET

Annexure 1

Name	Diana T E
Designation	Assistant System Engineer-Trainee
Institute Name	Siddaganga Institute Of Technology,Tumkur

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	8,785	1,05,420
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
TOTAL GROSS	28,807	3,53,578
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	6,000	72,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	1,035	12,420
GROSS BOUQUET OF BENEFITS	8,785	1,05,420

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Diana TE



Annexure 2

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

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Confidentiality and IP Terms and Conditions

1. Confidential Information

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

- (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,
- (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components; including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).
- (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,
- (d) Customer and prospective customer lists, and
- (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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2. Associate's Obligations

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

3. Intellectual Property Rights

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

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4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

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

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

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

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

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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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

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TATA CONSULTANCY SERVICES

VYDEHI RC 1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Handwritten signature/initials

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10. Equitable Rights

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

11. General

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

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

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

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

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

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

A handwritten signature in black ink, appearing to be 'Has' followed by a flourish.

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