

5.2.1 PLACEMENT ORDERS.pdf

5.2.1.pdf

Campus Selection and Placements - 2016-17

Sl. No	Reg. No	Name	Organization	Status	Document
1	M1312802	Aditya wamanacharya	TCS	Placed	offer letter
2	M1312811	Ashwini Patil	Wipro NASE	Selected	Letter of Interest
3	M1312829	Maheshwari Patil	Infosys	Placed	offer letter
4	M1312830	Megha Harchoke	TCS	Placed	offer letter
5	M1312843	Rohan Chavan	Mphasis	Placed	offer letters
6	M1312812	Basavraj Katti	TCS	Placed	Joining letter
7	M1312828	Madhu Patil	Wipro NASE	Selected	Enrollment letter
8	M1312828	Madhu Patil	TCS	Placed	offer letter
9	M1312865	Veda Gedbole	TCS	Placed	offer letter
10	M1312840	Radhika Kannoli	TCS	Placed	offer letter
11	M1312804	Aishwarya Joshi	Infosys	Selected	Letter of Interest
12	M1312807	Anand Amdekar	Infosys	Selected	Letter of Interest
13	M1312861	Swaraj Kangraikar	Infosys	Selected	offer letter

*Form*

Campus Selection and Placements 2016 - 17

Sl. No	Reg. No	Name	Organization	Status	Document
14	M1312862	Tejaswi Hasabe	Infosys	Placed	offer letter
15	M1312864	Varsha Patil	Infosys	Placed	offer letter
16	M1312852	Shubha Patil	TCS	Placed	offer letter
17	M1312848	Shantinath Chouka	wipro	Selected	Letter of Intent
18	M1312848	Shantinath Chouka	Infosys	Selected	Letter of Intent
19	M1312855	Shubham Manjalkar	Infosys	Selected	Letter of Intent
20	M1312850	Shaunabh Kambekar	TCS	Placed	offer letter
21	M1312867	Vishal Birje	TCS	Placed	offer letter
22	M1312824	Kisan Aarag	TCS	Selected	Letter of Intent
23	M1312869	Yash Pawar	TCS	Placed	offer letter
24	M1312831	Mohak Patel	TCS	Placed	offer letter
25		Daziy Peter	Infosys	Selected	Letter of Intent



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**GSS College, Belagavi**



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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20152979858/Bangalore**  
**Date: 18/08/2015**

Mr. Aditya Arun Wamanacharya  
H.No - 308, 'Chanda' Building Bhagyanagar 3rd Cross,  
Rpd College, Tilakwadi,  
Belgaum-590006,  
Karnataka.  
Tel# 0831-2480747

Dear Aditya Arun Wamanacharya,

**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 **Graduate Trainee** in grade **YG**. Your gross salary including all benefits will be **₹1,86,002/-** per annum, as per the terms and conditions set out herein.

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**7** days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

  
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**TCS Confidential**

**TCSL/DT20152979858**

**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



## Campus - Letter Of Intent

October 06, 2015

Dear Ashwini Patil,

Congratulations! We are pleased to inform that you have successfully completed the selection processes conducted by Wipro Ltd. for the Wipro Academy of Software Excellence (WASE). This letter is to confirm that we intend to offer you this opportunity on the following terms:


- I. Your designation would be Student - Computer Applications.
- II. You will undergo a training program (classroom/on the job) for 3 months from your date of joining. On satisfactory completion of training, you will be assigned to projects in Wipro Limited.
- III. On joining, you would be required to sign a training agreement which is applicable to you during the training period and up to 4 years commencing from your date of joining. The agreement requires you to pay liquidated damages of **Rs. 75,000** to Wipro for the cost of training incurred in the event of your exit/termination within 12 months from the date of joining. If you exit/terminate any time after 12 months from the date of joining you will have to pay liquidated damages of **Rs. 60,000** to Wipro

The monthly scholarship applicable to you is given below:

Period	Consolidated Scholarship (INR pm)
First Year	13,500/-(*)
Second Year	16,000/-(*)
Third Year	19,000/-(*)
Fourth Year	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 **1.75% 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.

You will be eligible for a Book Allowance of **Rs. 1250** per semester. This allowance will be paid 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 at the beginning of the semester and you will not be required to provide any inputs from your end to obtain the allowance. The allowance will be subject to tax. The book allowance is applicable only

  
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when a student is registered for the semester.

**You are also entitled to unique Benefits as mentioned below:**

1. Medical reimbursements are available towards domiciliary medical expenses of up to **Rs. 15,000** per annum under the Medical Assistance Plan (MAS).
2. Additional Hospitalization expenses of **Rs. 10,000** per annum for expenses incurred in CBDT approved hospitals.
3. A Group Personal Accident Insurance (GPAI) Program of **Rs. 12,00,000/-**. You could also get an extra coverage by an additional 50% for a nominal and highly negotiated premium.
4. Group Life Insurance Program of **Rs. 14,00,000/** is available for students. This makes it possible to also get an extra coverage by an additional 50% for a nominal and highly negotiated premium.

In addition to the above, students are also eligible to participate in a contributory medical insurance cover towards hospitalization and additional medical cover.

- a. A contributory mediclaim insurance program with reimbursements up to **Rs. 2,00,000/-**. For any hospitalization claims beyond **Rs.10,000**, 10% of the claim amount would need to be borne by the students.
- b. Medical reimbursements of up to **Rs. 50,000** per annum under Medical Benefit Scheme (MBS) are available as well towards Specified Illnesses.

Kindly note that the above terms are subject to change at our discretion. Based on the acceptance of this Letter, a detailed appointment letter with the terms and conditions of employment will be issued to you.

Your appointment is subject to the satisfactory verification of the documents and details mentioned in your application form and / or any information furnished at the time of interview, in addition to the fulfillment of the eligibility criteria.

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

Yours sincerely,

**For Wipro Limited,**

Rajeev Kumar

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi



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label:bca-office-documents

Gmail

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COMPOSE

Fwd: Acceptance of TCS Offer Letter

bca office documents

Inbox (263)

Starred

Important

Sent Mail

Drafts (40)

bca office documen...

gss bca (1)

Personal

student photos

Travel

More



SKE SOCIETY

No Hangouts Contacts

ashwini patil <ashwinipatil876@gmail.com>  
to me

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

From: **TCS Recruitment - Entry Level** <recruitment.entrylevel@tcs.com>  
Date: Thu, Feb 11, 2016 at 8:29 AM  
Subject: Acceptance of TCS Offer Letter  
To: ashwinipatil876@gmail.com

**Dear ASHWINI PATIL,,**  
Thank you for accepting our offer of employment.

We look forward to having you on-board Team TCS

For any query, please contact 1800-209-2111(toll free) /tcsupport@tcs.com

Warm Regards,  
Talent Acquisition Group  
TATA Consultancy Services

=====

Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If

*[Signature]*  
**IQAC Co-ordinator**  
**GSS College, Belagavi**

*[Signature]*  
**PRINCIPAL**  
**G.S.Sc. College, Belagavi**



## ANNEXURE -I (Compensation)

COMPENSATION DETAILS (All figures in INR. per month)				
NAME	Ms. Maheshwari Ramchandra Patil			
ROLE	Operations Executive			
ROLE DESIGNATION	Operations Executive - Trainee			
<b>1. MONTHLY COMPONENTS</b>				
BASIC SALARY	5490			
FIXED DEARNESS ALLOWANCE (FDA)	1100			
BASKET OF ALLOWANCES (HRA, LTA, Medical Allowance, Children's Education Allowance, Transport / Allowance, Miscellaneous Allowance)	9259			
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1252			
<b>MONTHLY GROSS SALARY</b>	<b>17,101</b>			
<b>2. ANNUAL COMPONENT</b>				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	66			
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of (Basic + FDA)	791			
GRATUITY - 4.81% of (Basic + FDA)*	317			
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>18,275</b>			
<b>TOTAL GROSS SALARY</b>	<b>18,275</b>			
<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	30,000 (With Security)	7%	24	Nil
	20,000 (Without Security)			
SALARY LOAN (Subject to submission of Trainee Agreement)	12,000	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



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Infosys<sup>®</sup>

POWERED BY EXCELLENCE  
DRIVEN BY VALUES

HRD/TMS/11010203/16-17

Ms. Maheshwari Ramchandra Patil  
Candidate ID: 11010203  
Vidyanagar, 2nd Cross,  
Angol,  
Belgaum - 590 006  
India

April 18, 2016

Ph: (91) 89707 38280

Dear Maheshwari,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive**.

Here are the terms and conditions of our offer:

**Joining date**

Your scheduled date of employment with us will be **June 13, 2016**.

**Location**

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

**Training Period**

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training.

**INFOSYS LIMITED**  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362

askus@infosys.com  
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited.  
Page 2 of 8

  
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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20152979373/Bangalore**  
**Date: 05/01/2016**

Ms. Meghs Mohan Hanchate  
Sri Ram Nivas Hno=51-DKakatkar Mala,  
Majagaon,  
Belgaum-590008,  
Karnataka.  
Tel# 0831-2483430

Dear Meghs Mohan Hanchate,

**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 **Graduate Trainee** in grade **YG**. Your gross salary including all benefits will be **₹1,86,002/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

  
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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





GROSS SALARY SHEET

Annexure 1

Name	Meghs Mohan Hanchate
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)


Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,232	62,780
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,600	19,200
<b>3) Annual Components/Retirals</b>		
Health Insurance	NA	4,500
Provident Fund	852	10,224
Gratuity	341	4,098
Total of Annual Components & Retirals	1,194	18,822
<b>TOTAL GROSS</b>	<b>15,126</b>	<b>1,86,002</b>

# 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.

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

Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
Conveyance Allowance	800	9,600
Leave Travel Assistance	592	7,100
Sundry Medical Reimbursement	500	6,000
Food Coupons	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>5,232</b>	<b>62,780</b>

  
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16 August 2018

Rohan Vithal Chavan  
HNo 4059 Rakshak Colony

Karnataka Belgaum  
India.

Dear Rohan Vithal Chavan,

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of a **Trainee Associate Software Eng**, in **Band 5** and **Level 1** with our organisation for a period of 6 months. The gross compensation will be **INR 180000 /-** ( **One lakh eighty thousand rupees only**) per annum.

You are required to sign a training bond and agreement for **INR 1,00,000/- (Rupees One Lakh Only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of **INR 1,00,000/- (Rupees One Lakh Only)** would be recovered if you resigned within 24 months.

Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 6 months in Mphasis:

- You would be moved to 'Trainee Software Engineer' in **Band 5 and Level 2**
- Your gross compensation will be revised to **INR 2,50,000/- (Rupees Two Lakhs Fifty Thousand Only)** per annum
- This salary change will be effective from the subsequent month after completion of 6 months from your date of joining

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **experimentation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Imagination, innovation and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at Mphasis that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies.



## ANNEKURE - 1

Name	Rohan Vithal Chavan
Band	Band 5
Level	Level 1
Title	Trainee Associate Software Eng
Total Compensation / CTC	180000
Band	Band 5
Level	Level 1
Salary Component	Amount (In Rs./Month)
Basic	4500
House Rent Allowance	2250
Leave Travel Allowance	NA
Special Allowance	5668
Ex-Gratia / Bonus*	1000
<b>Total Fixed Cash</b>	<b>13418</b>
Variable Pay	750
Provident Fund Contribution (PF)	540
Mediclaime Insurance Premium	292
<b>Target Cost to Company</b>	<b>15000</b>
<b>Target Cost to Company (per annum)</b>	<b>180000</b>

Note:

\* As per Statutory regulations, if you covered under Payment of Bonus act, this component will be paid as "Bonus" if not will be paid as "Ex- Gratia".

\*\* Variable Pay will be payable on Quarterly basis. Amount shown is payable on 100% Target achievement. The company and unit/function performance achievement against the target measured quarterly shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.



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**Mphasis Limited**

Registered office: Bagmane World Technology Centre, Marathahalli Outer Ring road, Doddanahundi Village, Mahadevapura, Bangalore 560048, India

T: +91 080 3352 5000 | F: +91 080 6685 9943

CIN:L3000:KA1992PLC025294

www.mphasis.com

www.mphasis.com





Ref: TCSL/DT20152979751/918464/Bangalore

Date: 01-06-2016

MR. BASAVRAJ KOTTRAPPA KATTI  
House No. : Ews = 275 Near Ganesh Temple,  
Ashok Nagar, Belgaum,  
Karnataka-590016.  
Tel# 918105866033

**Sub: Joining Letter**

Dear Mr. Basavraj Kottrappa Katti,

Welcome to TATA Consultancy Services Limited (TCSL). We are glad that you have accepted our offer and look forward to you being a part of our family.

We are pleased to inform you that your Initial Learning Program (ILP) at TCSL will commence on **22nd June 2016 at Chennai**. You are requested to report at the address detailed below on **22nd June 2016 at 08:00 AM**.

Tata Consultancy Services Ltd.  
MARG SQUARE, No. 16, Rajiv Gandhi Salai (IT Express Way),  
Old Mahabalipuram Road, Karapakkam, Chennai,  
Chennai, Tamil Nadu-600097.  
(Route map of the ILP Centre can be viewed on TCS NextStep>>ILP Corner>>ILP Centres)

Contact Person: Ms. Nithya Rangarajan  
Phone: 04466165038  
Email Id: nithya.rangarajan@tcs.com  
Contact Hours: Monday - Friday, 9 AM to 6 PM)

Please download the Joining Letter Annexure (TCS NextStep>>ILP Corner>> Joining Letter) detailing the formalities to be complied with prior to the commencement of your learning.

We are confident that with your academic background and experience, you will find yourself very comfortable in an extremely illuminating learning environment and we have no doubt that you will add immense value to your profile at the end of this programme. This would also open a window to the TCSL way of life and would help you to integrate yourself into the TCSL mainstream.

Accommodation would be arranged by TCSL at the ILP Centres and the rent towards the same would be deducted from your HRA. Details of the accommodation will be sent to you in a separate mail one week before your ILP start date. Travel expenses to the location of ILP will not be reimbursed.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Akruti Business Park, Gateway Park, Road NO. 13 MIDC, Andheri, Mumbai 400 075 India

Tel 91 22 6779 6868 Fax 91 22 6779 6855 Website www.tcs.com

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

  
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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.

If you remain unauthorizedly absent for a consecutive period of 10 days, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

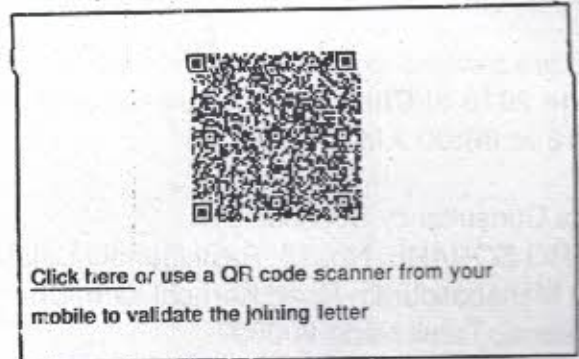
We would like you to confirm your acceptance of joining this batch by clicking on the 'I Accept' button online. In the event of us not receiving an update, TCSL reserves the right to withdraw the offer. If you fail to join on the date provided in the TCSL Joining letter, the offer dated 06-02-2016 will stand automatically terminated at the discretion of TCSL.

We are sure you are as excited to be a part of this great family, just as we are to have you with us. Together, let us take TCSL to greater heights! Wish you the very best!

With warm regards,

Yours sincerely,

**K Ganesan**  
Global Head Talent Acquisition & AIP



**IQAC Co-ordinator**  
**GSS College, Belagavi**

**PRINCIPAL**  
**G.S.Sc. College, Belagavi**





February 11, 2016

Welcome to WASE

Wipro Academy of Software Excellence  
Wipro Limited, Dodda Kannelli  
Sarjapur Road, Bangalore - 560 035.  
Phone: (080) 28440011/12, Fax: (080) 28440256

Ms. Madhu Yallappa Patil  
H.No.675/2, Hindunagar, Sambhaji Road,  
Near H.P.Office, Opp.Orchids Apartment, Tilakwadi,  
Belgaum - 590006  
Karnataka

Dear Madhu Yallappa Patil,

**Sub: Enrolment letter to WASE as Student - Computer Applications**

Welcome to Wipro Technologies!

With reference to your application with Wipro Technologies, it is our pleasure to enroll you as a Student - Computer Applications with the Wipro Academy of Software Excellence ("WASE" or "the Academy")

The duration of this academic study would be 48 months. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WASE and have an enriching experience being a part of Wipro.

Please read through the terms and conditions mentioned in the Annexures.

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

Yours sincerely,

For Wipro Limited,

**Rajeev Kumar**  
Global Head - Campus Hiring

**Endorsement**

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

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Ref No: 5591435

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**GSS College, Belagavi**

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Page 1/8

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Registered. Office: Wipro Limited, Doddakannelli, Sarjapur Road, Bangalore - 560 035, India. Tel: 91-80-2844 0011, Fax: 91-80-2844 0054  
Website: [www.wipro.com](http://www.wipro.com), Email: [info@wipro.com](mailto:info@wipro.com), CIN No. L32102KA1945PLC020800





ANNEXURE I

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

I \_\_\_\_\_, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ("Wipro") being a part of WASE of Wipro for the following purposes:

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

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."

Name:

Date:    /    /   

Signature.....

  
**IQAC Co-ordinator  
GSS College, Belagavi**

  
**PRINCIPAL  
G.S.Sc. College, Belagavi**

Ref No: 5591435

Page 2/8

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Registered. Office: Wipro Limited, Doddakannelli, Sarjapur Road, Bangalore - 560 035, India. Tel: 91-80-2844 0011, Fax: 91-80-2844 0054  
Website: [www.wipro.com](http://www.wipro.com), Email: [info@wipro.com](mailto:info@wipro.com), CIN No. L32102KA1945PLC020800



## ANNEXURE II

### Terms & Conditions

#### 1. PROFILE:

You are enrolled as Student - Computer Applications in the Wipro Academy of Software Excellence.

#### 2. DURATION:

The duration of your academic study will be for a period of 48 months from the date of enrolment. Unless the Academy extends the period of your study in writing, which is done solely at the discretion of the WASE Academy, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Academy extends the academic period (in writing) you will continue to be enrolled as a Student - Computer Applications in the Wipro Academy of Software Excellence.

#### Scholarship and Benefits

During the WASE program you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, a life & medical insurance would include a cover for you, the premium / cost will be taken care of by Wipro.

1. Medical reimbursements are available towards domiciliary medical expenses of up to **Rs.15,000/-** per annum under the Medical Assistance Plan (MAS).
2. Additional Hospitalization expenses of **Rs.10,000/-** per annum for expenses incurred in CBDT approved hospitals. More details on the policy are available on the People Practices Section in myWipro, the HR portal at Wipro.
3. A Group Personal Accident Insurance (GPAD) Program of **Rs.12,00,000/-**. You could also get an extra coverage by an additional 50% for a nominal and highly negotiated premium. More details on the policy are available on People Practices Section in myWipro, the HR portal at Wipro.
4. Group Life Insurance Program of **Rs.14,00,000/-** is available for students. This makes it possible to also get an extra coverage by an additional 50% for a nominal and highly negotiated premium. More details on the policy are available on People Practices Section in myWipro, the HR portal at Wipro.

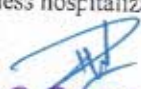
In addition to the above, students are also eligible to participate in a contributory medical insurance cover towards hospitalization and additional medical cover.

- a. A contributory mediclaim insurance program with reimbursements up to **Rs. 2,00,000/-**. For any hospitalization claims beyond **Rs.10,000/-**, 10% of the claim amount would need to be borne by the students. However, this does not apply if the hospitalization is in a Preferred Mediassist Network hospital. More details on the policy are available on People Practices Section in myWipro, the HR portal in Wipro.  
If you wish to enhance the coverage, a top up cover option is also available wherein one can increase it by an additional coverage of **Rs. 1,00,000/-**, **Rs. 2,00,000/-** & **Rs. 300,000/-** for a highly negotiated premium. More details on the policy are available on People Practices Section in myWipro, the HR portal at Wipro.
- b. Medical reimbursements of up to **Rs. 50,000** per annum under Medical Benefit Scheme (MBS) are available as well towards Specified Illnesses. You will be provided with an individual Mediclaim ID Cards, which will facilitate Cashless hospitalization.

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IQAC Co-ordinator, G.S.Sc. College, Belagavi

  
PRINCIPAL

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Page 3/8





The below table shows the prescribed scholarship for various years:

Period	Consolidated Scholarship (INR per Month)
First year- Including health benefit (Notional amount of Rs.600/-)	14,100/- (*)
Second year- Including health benefit (Notional amount of Rs.600/-)	16,600/- (*)
Third year- Including health benefit (Notional amount of Rs.600/-)	19,600/- (*)
Fourth year- Including health benefit (Notional amount of Rs.600/-)	23,600/- (*)

(\*) 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 1.75% 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.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Academy 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 Academy, and is subject to satisfactory performance as prescribed in the WASE portal. In case your project performance at any stage is not found to be satisfactory, then you would be put on a performance improvement plan (PIP). Post PIP, if there is no improvement in project performance, the Academy may at its sole discretion discontinue your enrolment in the WASE program.

#### Book Allowance:

A Book Allowance of INR 1,250/- will be paid per student per semester. This allowance will be paid 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 at the beginning of the semester and you will not be required to provide any inputs from your end to obtain the allowance. The allowance will be subject to tax. Book allowance is applicable only when a student is registered for the semester.

#### Contingency Loan & Scholarship Advance:

You can avail a contingency loan and scholarship advance in case of any personal financial emergency. Details of the policy can be viewed in the policy section on the WASE portal

#### Training Agreement:

- This letter of appointment is subject to your training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bangalore-560035, on or before joining Wipro.
- Training agreement in Wipro is for a total period of 4 years - for developing your skills and knowledge. Technical Class Room training will be for a period of 3 months and practical experience and training will be for the next 45 months. The Training period is deemed to be completed after completion of the Class Room and practical trainings. The company invests on your behalf for the cost of the training. Should you discontinue the employment during the period of training before the completion of 12 months from the date of joining, the training expenses of Rs. 75,000/- will have to be reimbursed by you and if you discontinue the employment during the period of training before the completion of 4 years from the date of joining, the training expenses of Rs. 60,000/- will have to be reimbursed by you.

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Page 4/8



- c. Project Readiness Program (PRP) is offered by Wipro - Talent Transformation Department to all campus and off-campus recruits. 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 Work Integrated Learning Program. If you fail to achieve the PRP threshold/minimum score prescribed by Wipro you will not be enrolled into the WASE program

### 3. VERIFICATION REPORT:

Your enrolment is subject to the satisfactory verification of the particulars handed over by you as part of your application form and / or any information furnished at the time of interview.

### 4. OBLIGATIONS AND RESPONSIBILITIES:

- a. During the study period you will be governed by the WASE regulations and instructions as stated by the Academy, from time to time, in relation to conduct, discipline and other matters.
- b. During your study as part of WASE, the Academy would expect you to undergo study in any area in which you are placed, with a high standard of initiative and efficiency. Your high commitment as a student in the Academy would be a requirement.
- c. You would not be allowed to seek membership of any local or public body without the written approval from the Manager-Training of the Academy.
- d. 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 the Academy or otherwise
- e. You are bound by all regulations, instructions and policies of the Academy. These are updated / modified on a periodic basis and new policies may be introduced and notified to students from time to time and you will be bound to comply with the same
- f. 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 Wipro and in the course of your association with the Academy. This covenant shall endure during your association and beyond the cessation of your association with the Academy (irrespective of the circumstances of, or the reasons for, the cessation).
- g. In connection with your association with Wipro as part of the Work Integrated Learning Program 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.

  
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Page 5/8

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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 Academy / Wipro, such developments will be fully communicated to the 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.

#### 5. POSTING:

During the initial study period, initially you would be made familiar with Wipro Technologies (a division of Wipro Ltd), 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 WASE 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.

#### 6. MISCONDUCT:

- a. In case you are charged with any misconduct or disciplinary issue during your study period, you may be liable to be suspended without payment of scholarship amount, for such period as the Academy may deem fit. If the charges are proved against you may become liable for discontinuation of academic study and termination from enrolment, without notice or payment in lieu of notice not withstanding any clause of this letter of enrolment and with no prejudice to Wipro's right to enforce the Training agreement.
- b. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training agreement, the Academy shall have the right to terminate your academic study without any notice or payment in lieu thereof, if any declaration given or information furnished by you to the Academy / Wipro is found to be false or if you are found to have willfully suppressed any material information.

#### 7. TERMINATION:

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

#### 8. STUDY HOURS:

As a Student - Computer Applications, you will be called upon to undergo studies during the hours and days as may be fixed by the Academy from time to time. Normally, your "on the job training" would be from 8:30am to 6:00pm from Monday to Friday. There shall be a 45 minutes lunch interval. You would be operating from any of the locations, as may be decided by the Academy.

The full day lecture sessions will be held at any of Wipro's other establishments/outsourced 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 Academy.

#### 9. LEAVE:

You are eligible to avail 15 days leave. This fifteen days is applicable for the "on the job training" conducted on weekdays i.e. Monday through Friday. The approval of your supervisor shall be obtained before availing leave.

You will also be eligible for 5 days of sick leave to provide time off on medical grounds.

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**10. AFTER COMPLETION/TERMINATION OF ACADEMIC STUDY:**

- a. On Completion/Termination of the academic study, 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.
- b. On successful completion of the study, you will be eligible to receive Masters Degree in Software Engineering in recognition of your successfully completing the course. You are not eligible to receive any 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.
- c. Wipro reserves the right to offer employment at its sole discretion to a WASE student on successful and satisfactory completion of the academic study.

**11. DATE OF COMMENCEMENT OF ACADEMIC STUDY:**

In case if you accept 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 you report for undergoing study.

-----

  
**IQAC Co-ordinator**  
**GSS College, Belagavi**

  
**Principal**  
**G. S. Sc. College, Belagavi**





**ANNEXURE III**

"I will submit the mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment 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 abovementioned documents or in case of any discrepancy, I shall be liable for termination of my employment with Wipro Technologies."

Name: \_\_\_\_\_

Date: \_\_\_/\_\_\_/\_\_\_

Signature:.....

  
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## ANNEXURE - IV

### INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus inductees 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 Wiproites 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 4-stage training program designed to address the basic learning needs of the fresh Wipro recruits.

Fundamental Readiness Program (FRP), the first layer of training runs for 2 weeks followed by Corporate Readiness Program (CRP), Technology Readiness Program (TRP) and Real Life Lab (RLI).

#### FRP

The FRP program consisting of two modules aims at raising the skill set of a B.Sc. / BCA / BCM graduate to a level that would be comparable to an engineering graduate. This program aims to teach the fundamental concepts of programming using C and Data Structures

To enable thorough understanding and know the learning pattern of the young Wiproite an assessment is administered post FRP training. The assessment is online and consists of 50 multiple choice questions. The duration of the assessment is one hour.

#### CRP

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


"IMPACT" a behavioral skills building training program ensures that the fresh Wiproites 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.

#### TRP

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

A training called "Software Engineering Practices" exposes the Wiproite to the software development life cycle with special emphasis on the software development practices of Wipro.

  
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## RLL

Before getting into projects, students work in a simulated project environment where they get to appreciate the nuances of working in teams, as well as understand Wipro's software engineering processes. This is a 2-week program focusing on a real life project where the students will apply their learning and experience in the software development life cycle.

Post TRP, students shall take up another online assessment. The online assessment consists of 100 multiple choice questions. The duration of the assessment is two hours. The overall PRP Performance computation gives 30% weight to FRP, 50% weight to TRP scores and 20% weight to RLL scores. In case a WASEian falls short of the required scores the faculty at talent transformation shall devote their time to mentoring and coaching the student. This is done to ensure enriched knowledge and improved understanding of the topic. All the efforts made in this direction are meant for the student to be able to clear a second round of assessments with flying colors.

### Accommodation, Food & Other Miscellaneous Expenses

- a. For joining, you will be eligible for travel reimbursement for AC 2 Tier rail only, at actuals on providing relevant tickets. For a student with disability, airfare for self and one escort will be reimbursed at actuals on providing relevant tickets and approval mail from campus manager.
- b. 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 and you would not need to submit bills towards usage of this amount.
- c. 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:
  - i. 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.
- d. You would not be eligible for accommodation at the Wipro guest houses.

  
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**MEDICAL CHECKUP**

Date: February 11, 2016

Reference Number: 3591435

Dear Madhu Yallappa Patil,

You are entitled to a Wipro sponsored medical checkup, which can be availed within a period of 3 months from your date of joining. The ICICI LOMBARD GIC Ltd team would support you with the clinic appointment and further queries that you may have in the procedure. Kindly expect a communication by the ICICI LOMBARD team in this regard. The mode of communication would be via email and phone call.

You can also contact them through below mentioned contact details :

SMS :- WIPROPRE on 575758 (Please note that this is a call back number, ICICI Lombard GIC Ltd executive will get in touch with you on the same day of the receipt of this SMS).

Email id - [ihealthcare@icicilombard.com](mailto:ihealthcare@icicilombard.com)  
Toll free: 1800 - 2666

Yours sincerely,  
For Wipro Limited,

Rajeev Kumar  
Global Head - Campus Hiring

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**Offer: Computer Consultancy**  
**Ref: TCSSL/DT20152978013/Bangalore**  
**Date: 06/02/2016**

Ms. Madhu Yallappa Patil  
H.No.675/2,Hindunagar,Sambhaji Road,Near H.P.Office,Opp.Orchids Apartment,Tilakwadi,BelgaumSarr  
Near H.P.Office,  
Belgaum-590006,  
Karnataka.  
Tel# 0831-2480124

Dear Madhu Yallappa Patil,


**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in grade **YG**. Your gross salary including all benefits will be **₹1,86,002/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

  
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**TATA CONSULTANCY SERVICES**

VYDEHI BC-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



GROSS SALARY SHEET

Annexure 1

Name	Madhu Yallappa Patil
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,232	62,780
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,600	19,200
<b>3) Annual Components/Retirais</b>		
Health Insurance	NA	4,500
Provident Fund	852	10,224
Gratuity	341	4,098
Total of Annual Components & Retirais	1,194	18,822
<b>TOTAL GROSS</b>	<b>15,126</b>	<b>1,86,002</b>

# 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.

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

Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
Conveyance Allowance	800	9,600
Leave Travel Assistance	592	7,100
Sundry Medical Reimbursement	500	6,000
Food Coupons	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>5,232</b>	<b>62,780</b>

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





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20152978560/Bangalore**  
**Date: 18/08/2015**

Ms. Veda Sudesh Godbole  
107, Mahalaxmi Arcade Bhagyanagar 2nd Cross,  
Opp To Lokamanya Society,  
Belgaum-590006,  
Karnataka.  
Tel# 0831-2483430

Dear Veda Sudesh Godbole,

**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 **Graduate Trainee** in grade **YG**. Your gross salary including all benefits will be **₹1,86,002/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

  
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Registered Office: Normal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Veda Sudesh Godbole
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,232	62,780
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,600	19,200
<b>3) Annual Components/Retirals</b>		
Health Insurance	NA	4,500
Provident Fund	852	10,224
Gratuity	341	4,098
Total of Annual Components & Retirals	1,194	18,822
<b>TOTAL GROSS</b>	<b>15,126</b>	<b>1,86,002</b>

# 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.

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

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Leave Travel Assistance	592	7,100
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## Campus - Letter Of Intent

October 06, 2015

Dear Veda Godbole,

Congratulations! We are pleased to inform that you have successfully completed the selection processes conducted by Wipro for the role of Project Engineer. This Letter is to confirm that we intend to offer you this role on the following terms:

- I. Your designation would be Project Engineer, belonging to career band TRB.
- II. You will undergo a training program (classroom/on the job) for 3 months from your date of joining. During this period, you will be paid a stipend of Rs. 11500/- per month. On satisfactory completion of the training you will be assigned to projects in Wipro Limited.
- III. On joining you would be required to sign a training agreement which is applicable to you during the training period and up to two years commencing from the date of completion of the Training period. The agreement requires you to reimburse Rs. 75000 to Wipro, for the cost of training incurred, in the event you exit before the said period.

a. The salary stack for Project Engineer is as given below:

Component	Amount(INR)
Basic	4,550
HRA	2,300
Commutation Allowance	2,500
Wipro Benefits Plan (WBP)	1,608
Total Fixed Cash	10,958
PF (12% of Basic)	550
Gratuity (5.31% of Basic)	242
Total Fixed Compensation	11,750
Health benefit (Medical)	600
Target QPLC (5% of CTC)	650
Target Cost to Company per month	13,000
Total Cost to Company per annum	156,000



PRINCIPAL  
G.S.Sc. College, Belagavi

IQAC Co-ordinator  
GSS College, Belagavi

b.

- c. Over and above these components, depending on your performance during the initial training program you will also be entitled for Additional Allowance. The total monthly gross hence will be as per the following table for different performance categories:

Performance Category	Monthly Gross	Additional Allowance	Total Monthly Gross	Total Annual Gross
Performance Category - 1	13,000.00	2,000.00	15,000.00	180,000.00
Performance Category - 2	13,000.00	1,000.00	14,000.00	168,000.00
Performance Category - 3	13,000.00	-	13,000.00	156,000.00

d.

- e. Apart from the standard salary emoluments, Project Engineers are also entitled to unique Company Benefits to assist you in maintaining a healthy work-life balance. The details of the benefits are as follows:
- Onetime Interest free loan of Rs. 20,000 towards housing deposits or towards purchase of a two wheeler
  - Onetime Interest free contingency loan of Rs. 50,000 towards housing deposits or illness, death in immediate family or self-marriage
  - Medical assistance Rs. 15,000 per annum or one month's basic whichever is higher
  - Medical Insurance Coverage up to Rs. 2 lacs per annum.

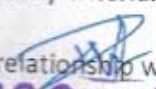
Kindly note that the above terms are subject to change at our discretion. A detailed appointment letter with the terms and conditions of employment will be issued to you upon successful audit clearance.

Your appointment is subject to the satisfactory verification of the documents and details mentioned in your application form and / or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria.

  
PRINCIPAL

G.S.Sc. College, Belagavi

We look forward to having a long and fruitful relationship with you at Wipro, wish you all

  
IQAC Co-ordinator  
GSS College, Belagavi





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20152978390/Bangalore**  
**Date: 18/08/2015**

Ms. Radhika Kannolli  
House No274 2nd Cross Rajaram Marg Chidambar Nagar Angol Belgaum,  
Chidambar Nagar,  
Belgaum-590006,  
Karnataka.  
Tel# 0831-4211582

Dear Radhika Kannolli,

**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 **Graduate Trainee** in grade **YG**. Your gross salary including all benefits will be **₹1,86,002/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

  
**IQAC Co-ordinator**  
**GSS College, Belagavi**

  
**PRINCIPAL**  
**G.S.Sc. College, Belagavi**

**TCS Confidential**  
**TCSL/DT20152978390**

**TATA CONSULTANCY SERVICES**

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore-560066 India  
Tel: 91 80 6724 7000 Fax: 91 80 2841 0314 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



GROSS SALARY SHEET

Annexure 1

Name	Radhika Kannoli
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,232	62,780
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,600	19,200
<b>3) Annual Components/Retirals</b>		
Health Insurance	NA	4,500
Provident Fund	852	10,224
Gratuity	341	4,038
Total of Annual Components & Retirals	1,194	18,822
<b>TOTAL GROSS</b>	<b>15,126</b>	<b>1,86,002</b>

# 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.

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

Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
Conveyance Allowance	800	9,600
Leave Travel Assistance	592	7,100
Sundry Medical Reimbursement	500	6,000
Food Coupons	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>5,232</b>	<b>62,780</b>

  
**IQAC Co-ordinator**  
**GSS College, Belagavi**

  
**PRINCIPAL**  
**G.S.Sc. College, Belagavi**

TCS Confidential  
TCSL/DT20152978390

**TATA CONSULTANCY SERVICES**

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 086 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



**INFOSYS BPO LIMITED**

Regd. Office: Plot Nos. 26/3, 26/4 and 26/6, Hosur Road  
Electronics City, Bangalore 560 100, India  
Tel: 91 80 2852 7405 Fax: 91 80 2852 7411  
Corporate Identity Number: U72200KA2002PLT030510  
Website: www.infosysbpo.com



Letter of Interest

To **AISHWARYA. SUNITA. JOSHI**

Greetings from Infosys BPO!

We refer to your application for employment and the subsequent interview process you had with Infosys BPO Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

1. A candidate may be assigned to work at, deputed or be transferred to any of the Company's units / departments, locations, affiliate entities or subsidiary companies. The Company expects the candidate to be willing to undertake the responsibilities assigned to him/her in the location/department/unit as may be determined by the Company.
2. A candidate is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of those documents once it decides to make an offer of employment to him/her. It is expected that the candidate will submit each of those documents, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.
3. The Company has its own transport facility for the benefit of all employees. An employee can avail this facility, provided he/she abides by the Company's transport policy. Once an offer of employment is made to a candidate, the terms of the above stated policy will be communicated to him/her.
4. Before joining employment of the Company a candidate has to submit a medical certificate in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to conduct further verification of your medical condition and/or records if it is deemed necessary in light of the work that will be performed by you.
5. Each candidate who is made an offer of employment by the Company is required to register himself/herself on [www.nationalskillsregistry.com] before joining employment of the Company at his/her own cost, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.

The Company reiterates that this letter is being issued to intimate you about the essential terms which you must be aware of while considering employment opportunities with us. You are therefore requested to ensure that all these terms are adhered to at every point during the selection process. We look forward to your participation in the further rounds of selection and hope to see you at Infosys BPO.

For any further clarifications, please do reach out to us at [bpo\\_campusteam@infosys.com](mailto:bpo_campusteam@infosys.com).

Yours sincerely,

For Infosys BPO Ltd.

Raghavendra K.  
VP & Head - HR

Issued By:

Signature

Issuer's Name: SHASHI  
Issuer's Emp. No.: 92221

Acknowledgement of receipt:

Principal

**IQAC Co-ordinator, GSS College, Belagavi**  
**GSS College, Belagavi**

Name: AISHWARYA S. JOSHI  
Location: BELAGAVI



**INFOSYS BPO LIMITED**

Regd. Office: Plot Nos. 26/3, 26/4 and 26/6 Hosur Road  
 Electronics City, Bangalore 560 100 India  
 Tel: 91 80 2952 2405 Fax: 91 80 2952 2111  
 Corporate Identity Number: U72200KA7002PLC030310  
 Website: www.infosysbpo.com

# Infosys

**Letter of Interest**

To **ANAND MANOHAR AMBEKAR**

Greetings from Infosys BPO!

We refer to your application for employment and the subsequent interview process you had with Infosys BPO Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

1. A candidate may be assigned to work at, deputed or be transferred to any of the Company's units / departments, locations, affiliate entities or subsidiary companies. The Company expects the candidate to be willing to undertake the responsibilities assigned to him/her in the location/department/unit as may be determined by the Company.
2. A candidate is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of those documents once it decides to make an offer of employment to him/her. It is expected that the candidate will submit each of those documents, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.
3. The Company has its own transport facility for the benefit of all employees. An employee can avail this facility, provided he/she abides by the Company's transport policy. Once an offer of employment is made to a candidate, the terms of the above stated policy will be communicated to him/her.
4. Before joining employment of the Company a candidate has to submit a medical certificate in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to conduct further verification of your medical condition and/or records if it is deemed necessary in light of the work that will be performed by you.
5. Each candidate who is made an offer of employment by the Company is required to register himself/herself on [www.nationalskillsregistry.com] before joining employment of the Company at his/her own cost, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.

The Company reiterates that this letter is being issued to intimate you about the essential terms which you must be aware of while considering employment opportunities with us. You are therefore requested to ensure that all these terms are adhered to at every point during the selection process. We look forward to your participation in the further rounds of selection and hope to see you at Infosys BPO.

For any further clarifications, please do reach out to us at [bpo\\_campusteam@infosys.com](mailto:bpo_campusteam@infosys.com).

Yours sincerely,

For Infosys BPO Ltd.

Issued By:

**PRINCIPAL** Acknowledgement of receipt:

**G.S.Sc. College, Belagavi**

**IQAC Co-ordinator**  
**GSS College, Belagavi**

**Raghavendra K**  
**VP & Head -HR**

Signature  
 Issuer's Name: **SHASHI GOWDA**  
 Issuer's Emp. No.: **912221**

Name: **ANAND AMBEKAR**  
 Date: **27/01/2016**  
 Location: **BELGAUM**

HR Contact No. **08041032362**



HRD/InfosysBPO/11308518

Date: 19th July 2016

**Mr. Suraj Manohar Kangralkar**

**Address : Belagavi**

**STRICTLY PRIVATE & CONFIDENTIAL**

Dear Suraj,

We refer to your application for employment and the subsequent interview you had with Infosys BPO Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer and to you being medically fit.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

a) Role	:	Process Executive
b) Role designation	:	Process Executive
c) Job Level	:	2B
d) Date of Joining	:	25th July 2016
e) Location of Posting	:	Pune-SEZ
f) Gross Salary per month	:	12731

Please refer to the Appendices to this letter for details of your CTC and other allowances.

### 1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

- **Voice Allowance** - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This allowance is paid monthly prorated to actual no. of days worked in a voice process. This is not applicable for employees in various BEF streams.
- **Shift Allowance** - This allowance is paid monthly prorated to the actual no. of days worked in a particular shift. This is not payable while working on a day shift. For further details on shift allowance, refer to Appendix 3.

**All allowances are payable as per the policies of the Company, which are subject to change from time to time**

### 2. Joining Bonus:

You will be paid a joining bonus of Rs.1000 with your 2<sup>nd</sup> month's salary.

  
**IQAC Co-ordinator**  
**GSS College, Belagavi**

  
**PRINCIPAL**  
**G.S.Sc. College, Belagavi**

\_\_\_\_\_  
Sign your name

**Appendix 1**

COMPENSATION DETAILS	
Name	Suraj Manohar Kangraikar
Role Designation	Process Executive
Job Level	2B
Date of Joining	25th July 2016
Location of Posting	Pune-SEZ

Fixed Components	Amount in INR per month
Basic	8600
Fixed Dearness Allowance (FDA)	1100
Basket of Allowances (BOA)*	9700
<b>Sub Total 1</b>	
<b>Statutory Components</b>	1164
Company Contribution to Provident Fund	467
Gratuity	1400
Bonus	3031
<b>Sub Total 2</b>	
<b>Gross Salary per month - Sub Total 1+2</b>	<b>12731</b>

<b>Total Annual CTC</b>	<b>152772</b>
-------------------------	---------------

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

<b>Voice Allowance</b>	(paid monthly on individual performance and allocation to and a voice process)	Rs 2500
<b>Shift Allowance</b>	(paid monthly if you are working in night shift)	Rs 1,500

\* Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.

ESI (Employee's State Insurance) may also be applicable to individual employees as per statutory regulations. If ESI is applicable, employee will contribute 1.75% of salary as ESI contribution while the Company will additionally contribute 4.75% of salary as ESI contribution.

The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act, 1972 including but not limited to the minimum service periods set forth therein.

Offered by:	Candidate:	SAP data provided by:	SAP data updated by:
Date: 19th July 2016	Date: _____, 20__	Date: _____, 20__	Date: _____, 20__
_____ Sign your name	_____ Sign your name	_____ Sign your name	_____ Sign your name
Abdul Numan Print your name	_____ Print your name	_____ Print your name	_____ Print your name
998684      HRO Emp No.      Deptt.. Name		Emp No.      Deptt.. Name	Emp No.      Deptt.. Name

IOAC Co-ordinator  
GSS College, Belgaon

\_\_\_\_\_  
Sign your name  
Page 6 of 12



HRD/InfosysBPO/11415868

21-September-16

Ms. Tejaswi Shivaji Hasabe

NA  
 NA  
 Bangalore  
 India

Ph: 918197289030

**STRICTLY PRIVATE & CONFIDENTIAL**

Dear Tejaswi,

We refer to your application for employment and the subsequent interview you had with Infosys BPO Limited ("the Company"). We are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer and to you being medically fit.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- |    |                               |   |                          |
|----|-------------------------------|---|--------------------------|
| a) | <b>Role</b>                   | : | <b>Process Executive</b> |
| b) | <b>Role designation</b>       | : | <b>Process Executive</b> |
| c) | <b>Job Level</b>              | : | <b>2B</b>                |
| d) | <b>Date of Joining</b>        | : | <b>26-September-16</b>   |
| e) | <b>Location of Posting</b>    | : | <b>Bangalore STP</b>     |
| f) | <b>Gross Salary per month</b> | : | <b>Rs. 12731/-</b>       |

Please refer to the Appendices to this letter for details of your CTC and other allowances.


We are pleased to inform you that you will be additionally covered under "Infosys Performance & Loyalty 2.08 Plan", upon completion of a minimum of 18 months with Infosys BPO Limited. Your compensation will also be revised on achievement of this milestone to INR 208,000 subject to fulfilling the conditions laid out in the policy.

**1. Voice and Shift Allowances**

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

- **Voice Allowance** - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.
- **Shift Allowance** - This allowance is paid based on the shift that you work in. This is not payable while working on a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

  
 IQAC Co-ordinator  
 GSS College, Belagavi

  
 PRINCIPAL

Sign your name

## Appendix 1

COMPENSATION DETAILS	
Name	Tejaswi Shivaji Hasabe
Role Designation	Process Executive
Job Level	2B
Date of Joining	September 26, 2016
Location of Posting	Bangalore STP

Fixed Components	Amount in INR per month
Basic	8600
Fixed Dearness Allowance (FDA)	1100
Basket of Allowances (BOA)*	0
<b>Sub Total 1</b>	<b>9700</b>
Statutory Components	
Company Contribution to Provident Fund	1164
Gratuity	467
Bonus	1400
<b>Sub Total 2</b>	<b>3031</b>
<b>Gross Salary per month - Sub Total 1+2</b>	<b>12731</b>
<b>Total Annual CTC</b>	<b>152772</b>

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

<b>Voice Allowance</b> (paid monthly on individual performance and allocation to a voice process)	Rs 2,500
<b>Shift Allowance</b> (paid monthly if you are working in night shift)	Rs 1,500

\* Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.

ESI (Employee's State Insurance) may also be applicable to individual employees as per statutory regulations. If ESI is applicable, employee will contribute 1.75% of salary as ESI contribution while the Company will contribute 4.75% of salary as ESI contribution. Salary for the purpose of ESI calculation includes Subtotal 1 and Bonus.

The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act, 1972 including but not limited to the minimum service periods set forth therein.

Offered by:	Candidate:	SAP data provided by:	SAP data updated by:
Date: 21-September-16	Date: _____, 20____	Date: _____, 20____	Date: _____, 20____
Sign your name	Sign your name	Sign your name	Sign your name
Mr. Avinash Bhimangouda Biradar	Tejaswi		
Print your name	Print your name	Print your name	Print your name
00924415 HRD			
Emp No. Deptt. Name		Emp No. Deptt. Name	Emp No. Deptt. Name

  
**PRINCIPAL**  
**Belagavi S.C. College, Belagavi**  
**IQAC Co-ordinator**  
**GSS**

Sign your name



HRD/InfosysBPO/11409740

21-September-16

Ms. Varsha Vishnu Patil

Vishnu D Patil, No. 42, Ramling galli, Ramnagar  
Uattar Kannad,  
India 000000

Ph: 917795073219

**STRICTLY PRIVATE & CONFIDENTIAL**

Dear Varsha,

We refer to your application for employment and the subsequent interview you had with Infosys BPO Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer and to you being medically fit.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- |    |                        |   |                   |
|----|------------------------|---|-------------------|
| a) | Role                   | : | Process Executive |
| b) | Role designation       | : | Process Executive |
| c) | Job Level              | : | 2B                |
| d) | Date of Joining        | : | 26-September-16   |
| e) | Location of Posting    | : | Bangalore STP     |
| f) | Gross Salary per month | : | Rs. 12731/-       |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

We are pleased to inform you that you will be additionally covered under "Infosys Performance & Loyalty 2.08 Plan", upon completion of a minimum of 18 months with Infosys BPO Limited. Your compensation will also be revised on achievement of this milestone to INR 208,000 subject to fulfilling the conditions laid out in the policy.

**I. Voice and Shift Allowances**

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

- **Voice Allowance** - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.
- **Shift Allowance** - This allowance is paid based on the shift that you work in. This is not payable while working on a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

  
**IQAC Co-ordinator**  
**GSS College, Belagavi** PRINCIPAL  
**G.S.Sc. College, Belagavi**

Sign your name

## Appendix 1

COMPENSATION DETAILS	
Name	Varsha Vishnu Patil
Role Designation	Process Executive
Job Level	2B
Date of Joining	September 26, 2016
Location of Posting	Bangalore STP

Fixed Components	Amount in INR per month
Basic	8600
Fixed Dearness Allowance (FDA)	1100
Basket of Allowances (BOA)*	0
<b>Sub Total 1</b>	<b>9700</b>
Statutory Components	
Company Contribution to Provident Fund	1164
Gratuity	467
Bonus	1400
<b>Sub Total 2</b>	<b>3031</b>
<b>Gross Salary per month - Sub Total 1+2</b>	<b>12731</b>
<b>Total Annual CTC</b>	<b>152772</b>

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

<b>Voice Allowance</b> (paid monthly on individual performance and allocation to a voice process)	Rs 2,500
<b>Shift Allowance</b> (paid monthly if you are working in night shift)	Rs 1,500

\* Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.

ESI (Employee's State Insurance) may also be applicable to individual employees as per statutory regulations. If ESI is applicable, employee will contribute 1.75% of salary as ESI contribution while the Company will contribute 4.75% of salary as ESI contribution. Salary for the purpose of ESI calculation includes Subtotal 1 and Bonus.

The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act, 1972 including but not limited to the minimum service periods set forth therein.

Offered by:	Candidate:	SAP data provided by:	SAP data updated by:
Date: 21-September-16	Date: _____, 20____	Date: _____, 20____	Date: _____, 20____
_____ Sign your name	_____ Sign your name	_____ Sign your name	_____ Sign your name
Mr. Avinash Bhimangouda Biradar	Varsha		
_____ Print your name	_____ Print your name	_____ Print your name	_____ Print your name
00924415 HRD			
Emp No. Deptt. Name		Emp No. Deptt. Name	Emp No. Deptt. Name

**IQAC Co-ordinator**  
**GSS College, Belagavi**

**PRINCIPAL**  
**G.S.Sc. College, Belagavi**

Sign your name





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20153238444/Bangalore**  
**Date: 06/02/2016**

Ms. Shubha Vijay Patil  
35/1Wagale Galli,  
Khanapur,  
Belgaum-591302,  
Karnataka.  
Tel# 0831-2483430

Dear Shubha Vijay Patil,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in grade **YG**. Your gross salary including all benefits will be **₹1,86,002/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

  
**IQAC Co-ordinator**  
**GSS College, Belagavi**

  
**PRINCIPAL**  
**G.S.Sc. College, Belagavi**

**TCS Confidential**  
**TCSL/DT20153238444**

**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 Nirmaal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Shubha Vijay Patil
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,232	62,780
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,600	19,200
<b>3) Annual Components/Retirals</b>		
Health Insurance	NA	4,500
Provident Fund	852	10,224
Gratuity	341	4,098
Total of Annual Components & Retirals	1,194	18,822
<b>TOTAL GROSS</b>	<b>15,126</b>	<b>1,86,002</b>

# 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.

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

Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
Conveyance Allowance	800	9,600
Leave Travel Assistance	592	7,100
Sundry Medical Reimbursement	500	6,000
Food Coupons	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>5,232</b>	<b>62,780</b>

  
**IQAC Co-ordinator**  
**GSS College, Belagavi**

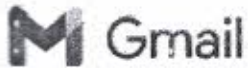
  
**PRINCIPAL**  
**G.S.Sc. College, Belagavi**

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





SKE SOCIETY'S GSBKA &lt;gssbca@gmail.com&gt;

**Fwd: Letter of Intent - Shantinath Chouka - Ref. No.: 5893806**

Shantinath.Chouka <jcshantinath@gmail.com>  
To: gssbca@gmail.com

Wed, Feb 17, 2016 at 6:59 AM

----- Original Message -----

From: manager.campus@wipro.com  
Sent: Tue, 02 Feb 2016 16:40:09 +0530  
To: jcshantinath@gmail.com  
Subject: Letter of Intent - Shantinath Chouka - Ref. No.: 5893806

### Campus - Letter of Intent

February 02, 2016

Dear Shantinath Chouka,

Congratulations! We are pleased to inform that you have successfully completed the selection processes conducted by Wipro Ltd. for the Wipro Academy of Software Excellence (WASE). This letter is to confirm that we intend to offer you this opportunity on the following terms:

- I. Your designation would be Student - Computer Applications.
- II. You will undergo a training program (classroom/on the job) for 3 months from your date of joining. On satisfactory completion of training, you will be assigned to projects in Wipro Limited.
- III. On joining, you would be required to sign a training agreement which is applicable to you during the training period and up to 4 years commencing from your date of joining. The agreement requires you to pay liquidated damages of Rs. 75,000 to Wipro for the cost of training incurred in the event of your exit/termination within 12 months from the date of joining. If you exit/terminate any time after 12 months from the date of joining you will have to pay liquidated damages of Rs. 60,000 to Wipro

The monthly scholarship applicable to you is given below:

Period	Consolidated Scholarship (INR p.m)
First Year	13,500/- (*)
Second Year	16,000/- (*)
Third Year	19,000/- (*)
Fourth Year	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 1.75% 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.

You will be eligible for a Book Allowance of Rs. 1250 per semester. This allowance will be paid 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 at the beginning of the semester and you will not be required to provide any inputs from your end to obtain the allowance. The allowance will be subject to tax. The book allowance is applicable only when a student is registered for the semester.

**IQAC Co-ordinator**  
**GSS College, Belagavi**

**PRINCIPAL**  
**G.S.Sc. College, Belagavi**

You are also entitled to unique Benefits as mentioned below:

1. Medical reimbursements are available towards domiciliary medical expenses of up to Rs. 15,000 per annum under the Medical Assistance Plan (MAS).
2. Additional Hospitalization expenses of Rs. 10,000 per annum for expenses incurred in CBDT approved hospitals.
3. A Group Personal Accident Insurance (GPAI) Program of Rs. 12,00,000/-. You could also get an extra coverage by an additional 50% for a nominal and highly negotiated premium.
4. Group Life Insurance Program of Rs. 14,00,000/ is available for students. This makes it possible to also get an extra coverage by an additional 50% for a nominal and highly negotiated premium.

In addition to the above, students are also eligible to participate in a contributory medical insurance cover towards hospitalization and additional medical cover.

- a. A contributory mediclaim insurance program with reimbursements up to Rs. 2,00,000/-. For any hospitalization claims beyond Rs.10,000, 10% of the claim amount would need to be borne by the students.
- b. Medical reimbursements of up to Rs. 50,000 per annum under Medical Benefit Scheme (MBS) are available as well towards Specified Illnesses.

Kindly note that the above terms are subject to change at our discretion. Based on the acceptance of this Letter, a detailed appointment letter with the terms and conditions of employment will be issued to you.

Your appointment is subject to the satisfactory verification of the documents and details mentioned in your application form and / or any information furnished at the time of interview, in addition to the fulfillment of the eligibility criteria.

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

Yours sincerely,

For Wipro Limited,

Rajeev Kumar

Global Head - Campus Hiring

*Wipro does not charge any fee at any stage of the recruitment process. Wipro has not authorized any agency/partner to collect any fee for recruitment.*

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com

  
IQAG Co-ordinator  
GSS College, Belagavi

PRINCIPAL  
G.S.Sc. College, Belagavi

10/07/2021 00:34:01



**INFOSYS BPO LIMITED**

Regd. Office: Plot Nos. 26/3, 26/4 and 26/6, Hosur Road  
Electronics City, Bangalore 560 100, India  
Tel : 91 80 2852 2405 Fax : 91 80 2852 2411  
Corporate Identity Number : U72200KA2002PLC030310  
Website : www.infosysbpo.com

*Selected*



**Letter of Interest**

To **SHANTINATH. J. CHOUKA**

Greetings from Infosys BPO!

We refer to your application for employment and the subsequent interview process you had with Infosys BPO Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

1. A candidate may be assigned to work at, deputed or be transferred to any of the Company's units / departments, locations, affiliate entities or subsidiary companies. The Company expects the candidate to be willing to undertake the responsibilities assigned to him/her in the location/department/unit as may be determined by the Company.
2. A candidate is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of those documents once it decides to make an offer of employment to him/her. It is expected that the candidate will submit each of those documents, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.
3. The Company has its own transport facility for the benefit of all employees. An employee can avail this facility, provided he/she abides by the Company's transport policy. Once an offer of employment is made to a candidate, the terms of the above stated policy will be communicated to him/her.
4. Before joining employment of the Company a candidate has to submit a medical certificate in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to conduct further verification of your medical condition and/or records if it is deemed necessary in light of the work that will be performed by you.
5. Each candidate who is made an offer of employment by the Company is required to register himself/herself on [www.nationalskillsregistry.com] before joining employment of the Company at his/her own cost, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment

The Company reiterates that this letter is being issued to intimate you about the essential terms which you must be aware of while considering employment opportunities with us. You are therefore requested to ensure that all these terms are adhered to at every point during the selection process. We look forward to your participation in the further rounds of selection and hope to see you at Infosys BPO.

For any further clarifications, please do reach out to us at [bpo\\_campusteam@infosys.com](mailto:bpo_campusteam@infosys.com).

Yours sincerely,

For Infosys BPO Ltd.

Issued By:

Acknowledgement of receipt:

*K. Ramesh*

*[Signature]*

*Shashigowda*

*Bhm*  
PRINCIPAL

*@horakia*

**IQAC Co-ordinator**

**G.S.Sc. College, Belagavi**

**Raghavendra K  
VP & Head -HR**

**SSS College, Belagavi**

Issuer's Name: **SHASHIGOWDA**  
Issuer's Emp. No.: **917717**

Name: **SHANTINATH. J. CHOUKA**  
Date: **27/01/2016**  
Location: **Belagavi**



**INFOSYS BPO LIMITED**

Head Office, Plot Nos. 26/3, 26/4 and 26/5, Hosur Road,  
Electronics City, Bangalore 560100, India  
Tel: 91 80 2852 2405 Fax: 91 80 2852 2411  
Corporate Identity Number: U72200KA2002FC000310  
Website: www.infosysbpo.com

114 09613  
134

SRA  
PP

**Infosys**

Name - Shubham S. Mangalkar  
Emp No -

Letter of Interest

D.O.J. - 26/9/16

Sign - *[Signature]*

To Shubham S. Mangalkar

Greetings from Infosys BPO!

We refer to your application for employment and the subsequent interview process you had with Infosys BPO Limited (Company).

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

1. A candidate may be assigned to work at, deputed or be transferred to any of the Company's units / departments, locations, affiliate entities or subsidiary companies. The Company expects the candidate to be willing to undertake the responsibilities assigned to him/her in the location/department/unit as may be determined by the Company.
2. A candidate is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of those documents once it decides to make an offer of employment to him/her. It is expected that the candidate will submit each of those documents, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.
3. The Company has its own transport facility for the benefit of all employees. An employee can avail this facility, provided he/she abides by the Company's transport policy. Once an offer of employment is made to a candidate, the terms of the above stated policy will be communicated to him/her.
4. Before joining employment of the Company a candidate has to submit a medical certificate in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to conduct further verification of your medical condition and/or records if it is deemed necessary in light of the work that will be performed by you.
5. Each candidate who is made an offer of employment by the Company is required to register himself/herself on [www.nationalskillsregistry.com] before joining employment of the Company at his/her own cost, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.

The Company reiterates that this letter is being issued to intimate you about the essential terms which you must be aware of while considering employment opportunities with us. You are therefore requested to ensure that all these terms are adhered to at every point during the selection process. We look forward to your participation in the further rounds of selection and hope to see you at Infosys BPO.

For any further clarifications, please do reach out to us at [bpo\\_campusteam@infosys.com](mailto:bpo_campusteam@infosys.com).

Yours sincerely,

For Infosys BPO Ltd.

Issued By:

Acknowledgement of receipt:

*[Signature]*

*[Signature]*

*[Signature]*

Raghavendra K  
VP & Head - HR

Signature  
Issuer's Name: Shashi gauda  
Issuer's Emp. No.: 912221

Name: Shubham S. Mangalkar  
Date: 01/07/16  
Location: Belagavi

IOAC Co-ordinator  
GSS College, Belagavi  
PRINCIPAL  
G.S.Sc. College, Belagavi





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20152979634/Bangalore**  
**Date: 06/02/2016**

Mr. Shaunakh Shamasundar Kasbekar  
34/A /Padmajyoti Building Laxmi Galli,  
Angol,  
Belgaum-590001,  
Karnataka.  
Tel# 0831-2460259

Dear Shaunakh Shamasundar Kasbekar,

**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 **Graduate Trainee** in grade **YG**. Your gross salary including all benefits will be **₹1,86,002/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

  
**IQAC Co-ordinator**  
**GSS College, Belagavi**

  
**PRINCIPAL**  
**G.S.Sc. College, Belagavi**

**TCS Confidential**

**TCSL/DT20152979634**

**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



GROSS SALARY SHEET

Annexure 1

Name	Shaunakh Shamasundar Kasbekar
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,232	62,780
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,600	19,200
<b>3) Annual Components/Retirals</b>		
Health Insurance	NA	4,500
Provident Fund	852	10,224
Gratuity	341	4,098
Total of Annual Components & Retirals	1,194	18,822
<b>TOTAL GROSS</b>	<b>15,126</b>	<b>1,86,002</b>

# 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.

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

Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
Conveyance Allowance	800	9,600
Leave Travel Assistance	592	7,100
Sundry Medical Reimbursement	500	6,000
Food Coupons	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>5,232</b>	<b>62,780</b>

  
**IQAC Co-ordinator**  
**GSS College, Belagavi**

  
**PRINCIPAL**  
**G.S.Sc. College, Belagavi**

TCS Confidential  
 TCSL/DT20152979634

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





offer letter

**Offer: Computer Consultancy**  
**Ref: TCSL/DT20163239593/Bangalore**  
**Date: 06/02/2016**

Mr. Vishal Vishnu Birje  
344/A-1 Chawadi Gallim. Vadgaon, Belgaum.Chawadi Galli,  
Vadgaon,  
Belgaum-590005,  
Karnataka.  
Tel# 0831-2460919

Dear Vishal Vishnu Birje,

**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 **Graduate Trainee** in grade **YG**. Your gross salary including all benefits will be ₹1,86,002/- per annum, as per the terms and conditions set out herein.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

**TCS Confidential**

**TCSL/DT20163239593**

**TATA CONSULTANCY SERVICES**

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 068 India  
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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Vishal Vishnu Birje
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,232	62,780
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,600	19,200
<b>3) Annual Components/Retirals</b>		
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Leave Travel Assistance	592	7,100
Sundry Medical Reimbursement	500	6,000
Food Coupons	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>5,232</b>	<b>62,780</b>


  
 IQAC Co-ordinator      PRINCIPAL  
 GSS College, Belagavi      G.S.Sc. College, Belagavi

TCS Confidential  
TCSL/DT20163239593

**TATA CONSULTANCY SERVICES**

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 Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
 TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com





SKE SOCIETY's GSSBCA <gssbca@gmail.com>

**Fwd: Letter of Intent - Kisan Aargu - Ref. No.: 5895120**

1 message

Kisan Aargu <kisanaargu17@gmail.com>  
To: gssbca@gmail.com

Tue, Feb 16, 2016 at 3:53 PM

----- Forwarded message -----  
From: <manager.campus@wipro.com>  
Date: 4 Feb 2016 17:40  
Subject: Letter of Intent - Kisan Aargu - Ref. No.: 5895120  
To: <kisanaargu17@gmail.com>  
Cc:

**Campus - Letter Of Intent**

February 04, 2016

Dear Kisan Aargu,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Wipro Ltd. for the Wipro Software Technology Academy (WISTA). This letter is to confirm that we intend to offer you this opportunity on the following terms:

- I. Your designation would be Student - Computer Applications.
- II. You will undergo a training program (classroom/on the job) for 3 months from your date of joining. On satisfactory completion of training, you will be assigned to projects in Wipro Limited.
- III. On joining, you would be required to sign a training agreement which is applicable to you during the training period and up to 4 years commencing from your date of joining. The agreement requires you to pay liquidated damages of Rs. 75,000 to Wipro for the cost of training incurred in the event of your exit/termination within 12 months from the date of joining. If you exit/terminate any time after 12 months from the date of joining you will have to pay liquidated damages of Rs. 60,000 to Wipro.

The monthly scholarship applicable to you is given below:

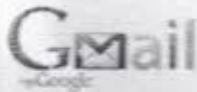
Period	Consolidated Scholarship (INR pm)
First Year	13,500/- (*)
Second Year	16,000/- (*)
Third Year	19,000/- (*)
Fourth Year	23,000/- (*)

(\*) 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 1.75% 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.

You will be eligible for a Book Allowance of Rs. 1250 per semester. This allowance will be paid every semester except the last semester when you will be engaged in dissertation. The

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi



SKE SOCIETY'S GSBGA <gssbca@gmail.com>

**Fwd: Letter of Intent - Kisan Aargu - Ref. No.: 5895120**

1 message

Kisan Aargu <kisanaargu17@gmail.com>  
To: gssbca@gmail.com

Tue, Feb 16, 2016 at 3:53 PM

----- Forwarded message -----  
From: <manager.campus@wipro.com>  
Date: 4 Feb 2016 17:40  
Subject: Letter of Intent - Kisan Aargu - Ref. No.: 5895120  
To: <kisanaargu17@gmail.com>  
Cc:

**Campus - Letter Of Intent**

February 04, 2016

Dear Kisan Aargu,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Wipro Ltd. for the Wipro Software Technology Academy (WiSTA). This letter is to confirm that we intend to offer you this opportunity on the following terms:


- I. Your designation would be Student - Computer Applications.
- II. You will undergo a training program (classroom/on the job) for 3 months from your date of joining. On satisfactory completion of training, you will be assigned to projects in Wipro Limited.
- III. On joining, you would be required to sign a training agreement which is applicable to you during the training period and up to 4 years commencing from your date of joining. The agreement requires you to pay liquidated damages of Rs. 75,000 to Wipro for the cost of training incurred in the event of your exit/termination within 12 months from the date of joining. If you exit/terminate any time after 12 months from the date of joining you will have to pay liquidated damages of Rs. 60,000 to Wipro.

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(\*) 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 1.75% of your Scholarship) as and when applicable under the to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

You will be eligible for a Book Allowance of Rs. 1250 per semester. This allowance will be paid every semester except the last semester when you will be engaged in dissertation. The

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL

G.S.Sc. College, Belagavi



allowance will be paid to you centrally along with your scholarship at the beginning of the semester and you will not be required to provide any inputs from your end to obtain the allowance. The allowance will be subject to tax. The book allowance is applicable only when a student is registered for the semester.

You are also entitled to unique Benefits as mentioned below:

1. Medical reimbursements are available towards domiciliary medical expenses of up to Rs. 15,000 per annum under the Medical Assistance Plan (MAS).
2. Additional Hospitalization expenses of Rs. 10,000 per annum for expenses incurred in CBDT approved hospitals.
3. A Group Personal Accident Insurance (GPAI) Program of Rs. 12,00,000/-. You could also get an extra coverage by an additional 50% for a nominal and highly negotiated premium.
4. Group Life Insurance Program of Rs. 14,00,000/ is available for students. This makes it possible to also get an extra coverage by an additional 50% for a nominal and highly negotiated premium.

In addition to the above, students are also eligible to participate in a contributory medical insurance cover towards hospitalization and additional medical cover.

- a. A contributory mediclaim insurance program with reimbursements up to Rs. 2,00,000/-. For any hospitalization claims beyond Rs.10,000, 10% of the claim amount would need to be borne by the students.
- b. Medical reimbursements of up to Rs. 50,000 per annum under Medical Benefit Scheme (MBS) are available as well towards Specified illnesses.

Kindly note that the above terms are subject to change at our discretion. Based on the acceptance of this Letter, a detailed appointment letter with the terms and conditions of employment will be issued to you.

Your appointment is subject to the satisfactory verification of the documents and details mentioned in your application form and / or any information furnished at the time of interview, in addition to the fulfillment of the eligibility criteria.

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


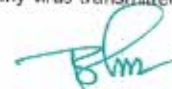
Yours sincerely,

For Wipro Limited,

Rajeev Kumar

Global Head - Campus Hiring

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## COMPENSATION AND BENEFITS

### BASIC SALARY

You will be eligible for a basic salary of ₹7,100/- 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 ₹2,840/- 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. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

#### 3. 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.

  
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#### 4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum 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 tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.

#### 5. Food Coupons


You will be eligible for food coupons of ₹500/- per month.


### Performance Pay

#### Monthly Performance Pay

You will receive a monthly performance pay of ₹1,600/-. 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.

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

  
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## OTHER BENEFITS

### Health Insurance Scheme

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

HIS offers the following benefits:

#### 1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹5,000/- per insured person and hospitalisation expenses up to ₹95,000/- per insured person.
- ii. Premium - Basic premium for self, spouse and first two children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependant parents/parents-in-law or remaining children (over and above the first two 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 dependants will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹7,00,000/- 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.

\* The above Health Insurance Scheme is subject to revision.

  
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#### Loans

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

#### 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.


#### Professional Memberships


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

#### RETIRALS

##### Provident Fund

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

  
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## Gratuity

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

## TERMS AND CONDITION

### 1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 50% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment without prejudice to its other rights.

### 3. Training Period

Continuous Learning is a way of life in TCSL and forms a critical part of your employment with TCSL. On joining TCSL, you will be given the opportunity to undergo our Initial Learning program (ILP). This formal learning will add value to you as a professional and help you to excel in your career.

  
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Formal assessments will be carried out during your learning period. The weighted average of these evaluations will be a major component of your first appraisal. 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.

You may please note that in the event of your performance during the ILP falling short of the required standard, TCSL reserves the right to either extend your ILP or terminate your services.

You will be confirmed at the end of twelve months from the date of joining TCSL. This confirmation will be communicated to you in writing. Upon your confirmation, if your services are not found satisfactory, TCSL may terminate your services by giving you one month's notice or one month's basic salary in lieu thereof.

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. However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory.

If you remain unauthorizedly absent for a consecutive period of 10 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 ILP trainees without any further intimation/separate communication to you.

#### 4. Working Hours

You may be required to work in shifts and/or in extended working hours as permitted by law. You may be required to work beyond your existing working hours depending upon the business requirements / exigencies from time to time.

#### 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.

  
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**6. Compensation Structure / Salary components**

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

**7. Increments and Promotions**

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

**8. Alternative Occupation / Employment**

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

**9. Confidentiality Agreement**

As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of TCSL and its clients.

**10. Service Agreement**

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 2 years after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/- towards the training expenditure.

**11. Overseas Deputation / International Assignment Agreement**

If you are on international assignment, you will be covered by the TCSL International Assignment policy from the date of deputation. Accordingly, you will be required to sign the applicable Overseas Deputation / International Assignment Agreement/s. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period 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.

#### 12. Terms and Conditions

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

#### 13. TATA Code of Conduct

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

#### 14. Notice Period

TCSL shall give one month's notice or payment in lieu thereof if the traineeship is discontinued/terminated upon the expiry of one year. No notice or payment in lieu thereof shall be payable by TCSL when the traineeship is discontinued/terminated on account of any misconduct, either during the period of traineeship or upon expiry of the traineeship. During your tenure with TCSL, either you or TCSL can terminate the appointment by giving 30 calendar days written notice or 1 month's basic salary in lieu of the notice. You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 2 years after joining in accordance with Clause No.10.

If you are covered under Deputation Agreement/International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

#### 15. Retirement

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

  
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#### 16. Pre-employment Medical Certificate

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

#### 17. Employment of Non Indian Citizens

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

#### 18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.

If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

#### 19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- 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.

- Standard X and XII mark sheets

- Diploma certificate and mark sheets


- Degree certificate and mark sheets for all semesters

- Birth Certificate / Proof of Age

- Work permit and/or any other documentation as prescribed by Government of India

- Passport

  
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- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

Please note that failure to produce the prescribed set of documents before completion of your Initial Learning Program would entitle TCSL to withdraw this offer letter.

## 20. Initial Training Programme

On joining TCSL, you will be given the benefit of formal and on the job training ("Initial Learning Programme" ) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

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

## 21. Letter of Appointment

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

## 22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

  
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### 23. Compliance to all clauses

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

### 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.

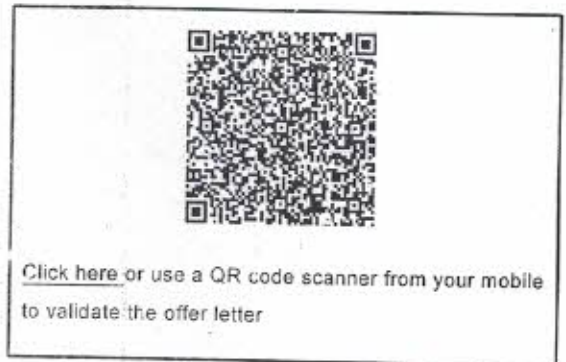
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited

**K Ganesan**  
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Gross Salary Sheet  
Annexure 2: List of TCSL Centres

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Annexure 2

Regional Offices

<p><b>Ahmedabad</b> Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5<sup>th</sup> Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p>	<p><b>Bangalore</b> Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore - 560 066 Tel: 080 - 67247000 Fax: 080 - 28410114</p>
<p><b>Chennai</b> Lead -Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p>	<p><b>Delhi</b> Lead-Talent Acquisition Tata Consultancy Services 5<sup>th</sup> Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p>
<p><b>Hyderabad</b> Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p>	<p><b>Kolkata</b> Lead-Talent Acquisition Tata Consultancy Services 11th Floor, Omega Tower, Bengal Intelligent Park, Plot - A2, M2 &amp; N2, Block EP &amp; GP, Sector -V, Saltlake Electronics Complex, Kolkata - 700 091 Tel: 033 - 66366000 Fax: 033 - 66366001</p>
<p><b>Lucknow</b> Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p>	<p><b>Mumbai</b> Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane( West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p>
<p><b>Pune</b> Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 - 66087777 Fax: 020 - 66087107</p>	<p><b>Thiruvananthapuram</b> Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.n. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2515499</p>

  
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Offer: Computer Consultancy  
Ref: TCSL/DT20152981025/Bangalore  
Date: 06/02/2016

Mr. Yash Dayanand Pawar  
336, Br Nath Pai Circle Shahpur Belgaum Shahpur,  
Belgaum,  
Belgaum-590003,  
Karnataka.  
Tel# 0831-4215825

Dear Yash Dayanand Pawar,


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 **Graduate Trainee** in grade YG. Your gross salary including all benefits will be ₹1,86,002/- per annum, as per the terms and conditions set out herein.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

  
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GROSS SALARY SHEET

Annexure 1

Name	Yash Dayanand Pawar
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,232	62,780
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,600	19,200
<b>3) Annual Components/Retirals</b>		
Health Insurance	NA	4,500
Provident Fund	852	10,224
Gratuity	341	4,098
Total of Annual Components & Retirals	1,194	18,822
<b>TOTAL GROSS</b>	<b>15,126</b>	<b>1,86,002</b>

# 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.

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

Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
Conveyance Allowance	800	9,600
Leave Travel Assistance	592	7,100
Sundry Medical Reimbursement	500	6,000
Food Coupons	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>5,232</b>	<b>62,780</b>

  
**IQAC Co-ordinator**  
**GSS College, Belagavi**

  
**PRINCIPAL**  
**G.S.Sc. College, Belagavi**

TCS Confidential  
 TCSL/DT20152981025

**TATA CONSULTANCY SERVICES**

VYDEHI RC-1 BLOCK, 82, EFIP, 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



Offer: Computer Consultancy  
Ref: TCSL/DT20152979614/Bangalore  
Date: 06/02/2016

Ms. Mahek Faruk Patel  
Plot No. 41, Rs No. 999, Ahmednagar, Belgaum Ahmednagar,  
Rto,  
Belgaum-590006,  
Karnataka.  
Tel# 0831-4211614

Dear Mahek Faruk Patel,


**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in grade **YG**. Your gross salary including all benefits will be ₹1,86,002/- per annum, as per the terms and conditions set out herein.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

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TCSL/DT20152979614

**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 Nirmai Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com





GROSS SALARY SHEET

Annexure 1

Name	Mahek Faruk Patel
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,232	62,780
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,600	19,200
<b>3) Annual Components/Retirals</b>		
Health Insurance	NA	4,500
Provident Fund	852	10,224
Gratuity	341	4,093
Total of Annual Components & Retirals	1,194	18,822
<b>TOTAL GROSS</b>	<b>15,126</b>	<b>1,86,002</b>

# 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.

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

Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
Conveyance Allowance	800	9,600
Leave Travel Assistance	592	7,100
Sundry Medical Reimbursement	500	6,000
Food Coupons	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>5,232</b>	<b>62,780</b>

*[Signature]*  
**IQAC Co-ordinator**  
**GSS College, Belagavi**

*[Signature]*  
**PRINCIPAL**  
**G.S.Sc. College, Belagavi**

TCS Confidential  
 TCSL/DT20152979614

**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

INFOSYS BPO LIMITED

Regd. Office: Plot Nos. 26/3, 26/4 & 26/6, Hosur Road  
Electronics City, Bangalore 560 100, India  
Tel : 91 80 2852 2405 Fax : 91 80 2852 2411  
www.infosys.com/bpo

Infosys®

LETTER OF INTENT

To

Daisy Peter

We refer to your application for employment and the subsequent interview you had with Infosys BPO Limited ("Company"). Based upon our evaluation, we are pleased to inform you that you have been shortlisted to the next stage of our selection process (document verification) on the following terms and conditions:

- |                          |   |                   |
|--------------------------|---|-------------------|
| a) Role                  | : | Process Executive |
| b) Role designation      | : | Process Executive |
| c) External designation  | : | Process Executive |
| d) Job level             | : | 2 B.              |
| e) Date of Joining       | : | 15.06.2015        |
| f) Location of Posting   | : | Bengaluru         |
| g) CTC (During training) | : | 12,659 per month  |

This letter does not constitute an employment offer or intent to make an employment offer at a future date. If you clear further rounds of our selection process as referred above, an offer letter will be sent to your email ID with all the details about your joining. However, there are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of such terms and conditions to a candidate.

1. A candidate has to be medically fit at the time of joining the Company. The candidate may be required to submit a medical certificate signed by a doctor certifying the same. Further, the Company reserves the right to conduct its own health checks.
2. Post selection an employee may be assigned to work at / be transferred to any of the Company's units / departments, affiliate entities or subsidiary companies.
3. Any inaccuracy of the testimonials and information provided by a candidate in his/her application form may lead to withdrawal of employment offer or termination of employment, as the case may be.
4. Infosys BPO provides transport facilities to its employees, if the employee resides within the areas as prescribed by the transport department of the Company. The areas have been defined keeping in mind the travel time and the security of our employees. Such transportation facilities are provided by way of a convenient blend of dedicated bases and cabs depending, on process timings. Prior to the date of joining, a candidate should ensure that his/her residence falls under the recommended boundary areas. Do note that complying by the transport policy is mandatory organization requirement for employment. In case of non compliance, Infosys BPO has the right to initiate any disciplinary action against such employee as it may deem fit. Based on location and timing of transport employees may be required to pay for their transport.
5. Please note that the gross salary mentioned here is subject to change and that the final terms of employment along with details of salary structure will be intimated along with the offer letter.

For any further queries, please mail [htaunk@infosys.com](mailto:htaunk@infosys.com) or call us on 080-41003252.

As stated above, this letter is being issued for information purposes only.

We request to countersign and return this letter to place on record an acknowledgement of receipt of this letter.

PRINCIPAL  
G.S.Sc. College, Belagavi  
GSS College, Belagavi



Yours sincerely,  
For Infosys BPO Ltd.

Issued By:

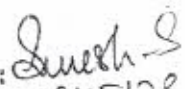


Signature


Raghavendra K  
VP & Head - HR



Signal

Issuer's Name:   
Issuer's Emp. No.: 985128.

Acknowledgement of receipt:



Name: DAZY P NGONDONZA  
Date: 05/06/15  
Location: Belgavai

  
IQAC Co-ordinator  
GSS College, Belgavai  
PRINCIPAL  
G.S.Sc. College, Belgavai

Campus Selection and Placements – 2015-16

Sl.No	Reg. No	Name	Organization	Status	Document
1	NIH12014	Jagreeti Desai	Infosys	Placed	offer of employment
2	NIH12023	Mahantesh Yatratti	Infosys	Placed	offer letter
3	NIH12004	Akshata Kasti	Infosys	Placed	offer letter



**IQAC Co-ordinator**  
**GSS College, Belagavi**



**PRINCIPAL**  
**G.S.Sc. College, Belagavi**



**Fwd: Infosys Offer Of Employment**

Jagruti Desai <jagrutid7897@gmail.com>  
To: "directorbca@gssbgm.edu.in" <directorbca@gssbgm.edu.in>

6 August 2021 at 10:15

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

From: **Infosys Limited** <offers@infosys.com>  
Date: Wed, 20 Dec 2017, 5:19 pm  
Subject: Offer Of Employment  
To: jagrutid7897@gmail.com <jagrutid7897@gmail.com>

Dear Jagruti .Rajendra Deasi,

Congratulations!!!

This has reference to your participation in our selection process. We are pleased to extend you an offer of employment as "Operations Executive" in Infosys. Please find attached the offer of employment with your confirmed date of joining. It is mandatory that you carry a print of this, along with the completed service agreement when you join us.

These documents would be considered as original and valid. The instructions to complete the agreement is attached for your reference.

An elaborate communication on the Accommodation and other joining related formalities will follow. Our offer to you as a Operations Executive is conditional upon your having fully completed your graduation, without any active backlog papers and with a simple average not less than what was specified during selection process.

**Academic Eligibility Criteria For Joining**

**Point 1-** The academic eligibility criteria for the Role of an Operations Executive has already been communicated to you and your college during the selection process. However to reiterate this, the eligibility criteria stands at Simple average aggregate of 60% throughout Class X, XII & Graduation. This remains the same at the time of joining (with or without your final semester/year results added).

All percentages/CGPA should be simple average of all your subjects/semesters/years including electives, optional subjects, additional subjects, practical subjects, languages etc., No Active backlogs are allowed.

**Point 2-** In case if you do not meet the above stated eligibility criteria as on the date of joining, you are not eligible to join. Please mail us at offer\_extension@infosys.com with your Candidate ID and your Role in the subject line.

**Point 3-** Your employment will be terminated if there are any backlogs and/or if you fail to meet the required simple average/CGPA including the semesters for which results are awaited, after your joining.

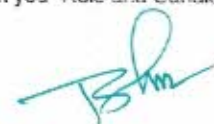
For any changes in your existing profile, please mail us at offer\_update@infosys.com. Please mention your Role and Candidate ID in the subject line of your mails.

We look forward to seeing you at Infosys.

Regards,  
Team Talent Acquisition  
Infosys Ltd.



IOAC Co-ordinator  
GSS College, Belagavi



PRINCIPAL  
G.S.Sc. College, Belagavi

P.S: Please do not respond to this email id as incoming emails to this account are not monitored.

HRD/ADM/2T/11709547/17-18

Mr. Mahantesh Pundaleekappa Yatnatti  
Candidate ID: 11709547  
114  
3Rd Cross Neharu Nagar  
Belgaum - 590010  
Karnataka  
India  
Ph: (91) 73537 20862

December 20, 2017

Dear Mahantesh,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive** in the **IT Operations** Career Stream.

Here are the terms and conditions of our offer:

**Joining date**

Your scheduled date of employment with us will be **January 22, 2018**.

**Location**

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

**Training Period**

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training

**INFOSYS LIMITED**  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

  
IQAG Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi



## ANNEXURE -I (Compensation)

COMPENSATION DETAILS (All figures in INR. per month)				
NAME	Mr. Mahantesh Pundalcekappa Yatnatti			
ROLE	Operations Executive			
ROLE DESIGNATION	Operations Executive - Trainee			
<b>1. MONTHLY COMPONENTS</b>				
BASIC SALARY	5580			
FIXED DEARNESS ALLOWANCE (FDA)	1100			
BASKET OF ALLOWANCES (HRA, LTA, Medical Allowance, Children's Education Allowance, Transport / Allowance, Miscellaneous Allowance)	9442			
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1269			
<b>MONTHLY GROSS SALARY</b>	<b>17,391</b>			
<b>2. ANNUAL COMPONENT</b>				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	67			
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of (Basic + FDA)	802			
GRATUITY - 4.81% of (Basic + FDA)*	321			
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>18,581</b>			
<b>TOTAL GROSS SALARY</b>	<b>18,581</b>			
<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	30,000 (With Security)	7%	24	Nil
	20,000 (Without Security)			
SALARY LOAN (Subject to submission of Trainee Agreement)	12,000	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				



**IQAC Co-ordinator**  
**GSS College, Belagavi**

**PRINCIPAL**  
**G.S.Sc. College, Belagavi**

HRD/ADM/2T/11709530/17-18

Ms. Akshatha Kosti  
Candidate ID: 11709530  
#808 Lakshmi Sadan  
2Nd Railway Gate, Tilakwadi  
Belagavi - 59006  
Karnataka  
India  
Ph: (91) 95919 14964

December 20, 2017

Dear Akshatha,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive** in the **IT Operations** Career Stream.

Here are the terms and conditions of our offer:

#### Joining date

Your scheduled date of employment with us will be **January 22, 2018**.

#### Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

#### Training Period

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
S.S.Sc. College, Belagavi

INFOSYS LIMITED  
CIN: L85110KA1981PLC013175  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com



## ANNEXURE -I (Compensation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Akshatha Kosti
ROLE	Operations Executive
ROLE DESIGNATION	Operations Executive - Trainee
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	5580
FIXED DEARNESS ALLOWANCE (FDA)	1100
BASKET OF ALLOWANCES (HRA, LTA, Medical Allowance, Children's Education Allowance, Transport / Allowance, Miscellaneous Allowance)	9442
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1269
<b>MONTHLY GROSS SALARY</b>	<b>17,391</b>

<b>2. ANNUAL COMPONENT</b>	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	67

<b>3. RETIRAL BENEFITS</b>	
PROVIDENT FUND - 12% of (Basic + FDA)	802
GRATUITY - 4.81% of (Basic + FDA)*	321
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>18,581</b>
<b>TOTAL GROSS SALARY</b>	<b>18,581</b>

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	30,000 (With Security)	7%	24	Nil
	20,000 (Without Security)			
SALARY LOAN (Subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

\* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

Employee State insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.



*IQAC Co-ordinator*  
**IQAC Co-ordinator**  
**G.S.C. College, Belagavi**

*Principal*  
**PRINCIPAL**

**G.S.Sc. College, Belagavi**

Campus Selection and Placements 2017 - 18

Sl. No	Reg. No	Name	Organization	Status	Document
1	MIS11009	AMRUTA CHADICAL	INFOSYS	PLACED	OFFER LETTER
2	MIS11027	MAITRAYI SUBHEDAR	INFOSYS	PLACED	OFFER LETTER
3	MIS11032	NIDHI PAVASKAR	INFOSYS	PLACED	Offer Letter
4	MIS11044	RUTUJA GHATGE	CAPEGEMINI	SELECTED	Letter of Intent
5	MIS11048	SHWETA PRABHU	INFOSYS	PLACED	offer Letter
6	MIS11056	Vidhya SHANBAG	INFOSYS	PLACED	offer Letter
7	MIS11025	KEVIN D'SILVA	INFOSYS	PLACED	offer Letter
8	MIS11020	IRANNA HATTARKI	TCS	PLACED	offer Letter
9	MIS11038	Rahed Nandihalli	CONCENTRIX	SELECTED	Appointment Letter
10	MIS11060	SIMRAN BHOSALE	CAPEGEMINI	SELECTED	Letter of Intent
11	MIS11050	SIMRAN BHOSALE	INFOSYS	PLACED	offer Letter



IQAC Co-ordinator  
GSS College, Belagavi



PRINCIPAL  
G.S.Sc. College, Belagavi



HRD/2T/12373513/18-19

Ms. Amruta Shankar Chadichal  
Candidate ID: 12373513  
H. No.457Nazar Camp Yallur Road Vadgaon,  
Bgm  
Belgavi - 590005  
Karnataka  
India  
Ph: (91) 81971 38465

May 07, 2018

Dear Amruta,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive** in the **IT Operations** Career Stream.

Here are the terms and conditions of our offer:

#### Joining date

Your scheduled date of employment with us will be **June 04, 2018**.

#### Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

#### Training Period

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training

#### INFOSYS LIMITED

CIN: L85110KA1981PLC013115

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Bangalore 560 100, India  
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F 91 80 2852 0362

askus@infosys.com  
www.infosys.com



PRINCIPAL

G.S.Sc. College, Belgavi



IQAC Co-ordinator  
G.S.Sc. College, Belgavi

This communication is confidential between you and Infosys Limited.



HRD/2T/12373513/18-19

Ms. Amruta Shankar Chadichal  
Candidate ID: 12373513  
H. No.457Nazar Camp Yallur Road Vadgaon,  
Bgm  
Belgavi - 590005  
Karnataka  
India  
Ph: (91) 81971 38465

May 07, 2018

Dear Amruta,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our renewed journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
EVP - Head HR

**INFOSYS LIMITED**  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bengalore 560 100, India  
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F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

  
**Principal**  
GSS College, Belgavi

  
**IQAC Co-ordinator**  
GSS College, Belgavi

Digitally signed by RICHARD LOBO  
Date: 2018.05.07 17:47:15 +05:30  
Reason: Offer Letter  
Location: Bangalore



HRD/2T/12373756/18-19

Ms. Maitrayi Mahesh Subhedar  
Candidate ID: 12373756  
T - 03Sanwad, Shrinivas Residency, Agarkar Road Tilakwadi  
Bgm  
Belgavi - 590006  
Karnataka  
India  
Ph: (91) 94814 75359

June 29, 2018

Dear Maitrayi,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive** in the **IT Operations Career Stream**.

Here are the terms and conditions of our offer:

#### Joining date

Your scheduled date of employment with us will be **July 23, 2018**.

#### Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

#### Training Period

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training

**INFOSYS LIMITED**  
CIN: LB5110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
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F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

  
PRINCIPAL  
G.S.Sc. College, Belgavi

  
IQAC Co-ordinator  
GSS College, Belgavi

## ANNEXURE -I (Compensation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Maitrayi Mahesh Subhedar
ROLE	Operations Executive
ROLE DESIGNATION	Operations Executive - Trainee
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	5580
FIXED DEARNESS ALLOWANCE (FDA)	1100
BASKET OF ALLOWANCES (HRA, LTA, Medical Allowance, Children's Education Allowance, Transport / Allowance, Miscellaneous Allowance)	9442
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1269
<b>MONTHLY GROSS SALARY</b>	<b>17,391</b>

<b>2. ANNUAL COMPONENT</b>	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	67

<b>3. RETIRAL BENEFITS</b>	
PROVIDENT FUND - 12% of (Basic + FDA)	802
GRATUITY - 4.81% of (Basic + FDA)*	321
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>18,581</b>
<b>TOTAL GROSS SALARY</b>	<b>18,581</b>


OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	30,000 (With Security)	7%	24	Nil
	20,000 (Without Security)			
SALARY LOAN ( Subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

\* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.



  
 IQAC Co-ordinator  
 G.S.Sc. College, Belagavi



HRD/2T/12374011/18-19

Ms. Nidhi Anil Pavaskar  
Candidate ID: 12374011  
H. No. 19/Cadash Nagar 1 Cross Vadagaon,  
Belgavi  
Belgavi - 590005  
Karnataka  
India  
Ph: (91) 94815 61836

May 23, 2018

Dear Nidhi,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive** in the **IT Operations Career Stream**.

Here are the terms and conditions of our offer:

#### Joining date

Your scheduled date of employment with us will be **June 04, 2018**.

#### Location


Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

#### Training Period

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training

  
PRINCIPAL  
G.S.Sc. College, Belgavi

  
IQAC Co-ordinator  
GSS College, Belgavi

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

IQAC Co-ordinator  
GSS College, Belgavi

**ANNEXURE -I  
(Compensation)**

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Nidhi Anil Pavaskar
ROLE	Operations Executive
ROLE DESIGNATION	Operations Executive - Trainee
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	5580
FIXED DEARNESS ALLOWANCE (FDA)	1100
BASKET OF ALLOWANCES (HRA, LTA, Medical Allowance, Children's Education Allowance, Transport / Allowance, Miscellaneous Allowance)	9442
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1269
<b>MONTHLY GROSS SALARY</b>	<b>17,391</b>

<b>2. ANNUAL COMPONENT</b>	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	67

<b>3. RETIRAL BENEFITS</b>	
PROVIDENT FUND - 12% of (Basic + FDA)	802
GRATUITY - 4.81% of (Basic + FDA)*	321
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>18,581</b>
<b>TOTAL GROSS SALARY</b>	<b>18,581</b>

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	30,000 (With Security)	7%	24	Nil
	20,000 (Without Security)			
SALARY LOAN ( Subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

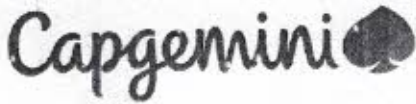
\* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.



PRINCIPAL  
IQAC Co-ordinator G.S.Sc. College, Belagavi  
GSS College, Belagavi





Capgemini Technology Services India Limited  
(Formerly known as IGATE Global Solutions Limited)  
Plant 2, 'C' Wing, 1<sup>st</sup> Floor, Gudrej IT Park,  
Godrej & Boyce Compound, Gate No. 2,  
L.B.S. Marg, Pirojshanagar, Vikroli (West),  
Mumbai-400 079, Maharashtra, India.  
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066  
www.capgemini.com

Date: 2/5/18

Ref No: HR/Campus/20181813

Ms. Rutuja Anantsingh Ghatge  
Rani Channamma University Belgaum

### Letter of Intent ("LOI")

Dear Rutuja,

With reference to your interview conducted by us at KLE College, Bengaluru, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in Annexure 1 to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/Institute for award of the degree/diploma subject to the minimum passing percentage/grade/rank/class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your final semester degree/diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months or such other extended period as Capgemini deems fit.
3. You may be required to undergo classroom training for a duration which will be purely based on business requirements. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment with the Company depending on your performance in the opinion of the Company.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, any time at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com).

Thanking you,  
Yours Sincerely,  
For & On Behalf of Capgemini

Sayyad Asad Kadri  
Senior Director - Head Fresher Hiring

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi



**ANNEXURE -I**  
**(Compensation)**

COMPENSATION DETAILS (All figures in INR. per month)				
NAME	Ms. Shweta Mangesh Prabhu			
ROLE	Operations Executive			
ROLE DESIGNATION	Operations Executive - Trainee			
<b>1. MONTHLY COMPONENTS</b>				
BASIC SALARY				5580
FIXED DEARNESS ALLOWANCE (FDA)				1100
BASKET OF ALLOWANCES (HRA, LTA, Medical Allowance, Children's Education Allowance, Transport / Allowance, Miscellaneous Allowance)				9442
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)				1269
<b>MONTHLY GROSS SALARY</b>				<b>17,391</b>
<b>2. ANNUAL COMPONENT</b>				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				67
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of (Basic + FDA)				802
GRATUITY - 4.81% of (Basic + FDA)*				321
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>18,581</b>
<b>TOTAL GROSS SALARY</b>				<b>18,581</b>
<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	30,000 (With Security)	7%	24	Nil
	20,000 (Without Security)			
SALARY LOAN ( Subject to submission of Trainee Agreement)	12,000	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				



*Tsh*  
PRINCIPAL  
G.S.Sc. College, Belagavi

IQAC Co-ordinator  
GSS College, Belagavi

Company Confidential - This communication is confidential between you and Infosys Limited.

HRD/2T/12373852/18-19

Ms. Shweta Mangesh Prabhu  
Candidate ID: 12373852  
H. No. 827 IInd Railway Gate Near Vaccine Depot Tilakwadi  
Belgavi  
Belgavi - 590006  
Karnataka  
India  
Ph: (91) 90367 23408

May 07, 2018

Dear Shweta,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive** in the **IT Operations Career Stream**.

Here are the terms and conditions of our offer:

#### Joining date

Your scheduled date of employment with us will be **June 04, 2018**.

#### Location

Your location of training is **Mysoe, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

#### Training Period

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training

  
PRINCIPAL  
G.S.Sc. College, Belgavi

  
IQAC Co-ordinator  
GSS College, Belgavi

**INFOSYS LIMITED**  
CIN: L8110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2352 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com



HRD/2T/12373894/18-19

Ms. Vidya Pandurang Shanbhag  
Candidate ID: 12373894  
Flat No: 101 Ganesh Darshan Apartment Mangalwar Peth  
Tilakwadi Belagavi  
Belgavi - 590006  
Karnataka  
India  
Ph: (91) 82774 55896

May 23, 2018

Dear Vidya,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive** in the **IT Operations** Career Stream.

Here are the terms and conditions of our offer:

#### Joining date

Your scheduled date of employment with us will be **June 04, 2018**.

#### Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

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#### Training Period

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training

  
PRINCIPAL  
G.S.Sc. College, Belagavi

  
IQAC Co-ordinator  
GSS College, Belagavi

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Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

**ANNEXURE - I**  
**(Compensation)**

<i>COMPENSATION DETAILS</i> (All figures in INR. per month)				
NAME		Mr. Vidya Pundarikumar Shrinivas		
ROLL NO.		Operations Executive		
ROLE DESIGNATION		Operations Executive - Trainee		
<b>1. MONTHLY COMPONENTS</b>				
BASIC SALARY				5580
FIXED DEARNESS ALLOWANCE (FDA)				1100
BASKET OF ALLOWANCES (HRA, LTA, Medical Allowance, Children's Education Allowance, Transport / Allowance, Miscellaneous Allowance)				9442
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)				1269
<b>MONTHLY GROSS SALARY</b>				<b>17,391</b>
<b>2. ANNUAL COMPONENT</b>				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				67
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of (Basic + FDA)				802
GRATUITY - 4.81% of (Basic + FDA)*				321
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>18,581</b>
<b>TOTAL GROSS SALARY</b>				<b>18,581</b>
<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	30,000 (With Security)	7%	24	Nil
	20,000 (Without Security)			
SALARY LOAN (Subject to submission of Trainee Agreement)	12,000	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				



*John*  
**PRINCIPAL**  
IQAC Co-ordinator G.S.Sc. College, Belagavi  
GSS College, Belagavi



HRD/2T/12373610/18-19

Mr. Kevin Robert Dsilva  
Candidate ID: 12373610  
H. No.711 Near St. Joseph High School,  
Santibastwad  
Belgavi - 590014  
Karnataka  
India  
Ph: (91) 80958 50893

June 29, 2018

Dear Kevin,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive** in the **IT Operations Career Stream**.

Here are the terms and conditions of our offer:

#### Joining date

Your scheduled date of employment with us will be **July 23, 2018**.

#### Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

#### Training Period

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IQAC Co-ordinator  
GSS College, Belgavi

  
PRINCIPAL  
GSS College, Belgavi

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F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

IQAC Co-ordinator  
GSS College, Belgavi

## ANNEXURE -I (Compensation)

COMPENSATION DETAILS (All figures in INR. per month)				
NAME	Mr. Kevin Robert Dsilva			
ROLE	Operations Executive			
ROLE DESIGNATION	Operations Executive - Trainee			
<b>1. MONTHLY COMPONENTS</b>				
BASIC SALARY				5580
FIXED DEARNESS ALLOWANCE (FDA)				1100
BASKET OF ALLOWANCES (HRA, LTA, Medical Allowance, Children's Education Allowance, Transport / Allowance, Miscellaneous Allowance)				9442
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)				1269
<b>MONTHLY GROSS SALARY</b>				<b>17,391</b>
<b>2. ANNUAL COMPONENT</b>				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				67
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of (Basic + FDA)				802
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<b>FIXED GROSS SALARY (1+2+3)</b>				<b>18,581</b>
<b>TOTAL GROSS SALARY</b>				<b>18,581</b>
<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	30,000 (With Security)	7%	24	Nil
	20,000 (Without Security)			
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IQAC Co-ordinator  
GSS College, Belagavi

PRINCIPAL  
G.S. Sc. College, Belagavi





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20173947559/Bangalore**  
**Date: 02/05/2018**

Mr. Iranna Balappa Hattaraki  
House No 96 Shastri Galli Karaguppi Hukkeri Belagavi Gokak Road,  
Shastri Galli,  
Belagavi-591122,  
Karnataka.  
Tel# -8088236332

Dear Iranna Balappa Hattaraki,

**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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,93,158/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. 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.

  
**IQAC Co-ordinator**  
**GSS College, Belagavi**

  
**PRINCIPAL**  
**S.S.Sc. College, Belagavi**

**TCS Confidential**  
**TCSL/DT20173947559**

**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 02  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RAHUL VISHNU NANDIHALLI  
HNO 169 GANPAT GALLI ZADSHAHAPUR  
KARNATAKA -590014

**APPOINTMENT LETTER**Dear RAHUL VISHNU NANDIHALLI,

Subsequent to the meetings between Concentrix Services India Private Limited (hereinafter, 'Concentrix'/Company') and you, we are pleased to make an offer of employment on the following terms and conditions. Your compensation and benefits are detailed in the attached Annexure.

**1. Appointment**

1.1 You shall be appointed to the position of Representative, Operations in Comp Grade 12. This would be your Social Job Title and your Job profile would be Advisor I, Technical Support. Any change in your Social Job Title / Job profile will be at the discretion of the Company, depending upon the work assigned to you. Job profile must be used for all internal communication and in your e-mail signature. Social job title can be used for business cards and LinkedIn. You may use your Job profile for social purposes as well.


1.2 Your initial place of work shall be Bangalore.


However, your services are transferable to any other role, competency, place or office of the Company or to any subsidiary or associate company, whether now existing or still to be formed. Such transfer/deputation will be in accordance with the Company's rules being in force at the time. On transfer or assignment, you will be governed by the Rules, Regulations and Conditions of Service applicable to that location or role. Refusal to accept such transfer or assignment may lead to disciplinary action including but not limited to termination of your employment.

1.3 Your appointment will be effective from 14/01/2021 or at an earlier date as mutually agreed, subject to your completing the on boarding formalities. You are required to submit all the documents (as per the Mandatory Document Checklist) on 13/01/2021 failing which the Company reserves the right to withdraw this offer letter and/or cancel your appointment. If this date is not suitable, please contact us immediately at khushbu.madhvani@concentrix.com to seek an alternative date on which to submit all required documents.

Please note that the offer will be withdrawn at the Onboarding date if you do not notify us of your acceptance or we are unable to agree to an alternate joining date.

1.4 On on-boarding / joining you shall report to **HR Representative** or any other person nominated by him/her.

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

Signature of Candidate  
CNX/REC/ART/AGHR/AFTE/6.1

Concentrix Services India Private Limited

Registered Address: 3rd Floor, Millennium Towers, ITFL Road, Brosefields, Bengaluru

Karnataka - 560001, India

P: 91 80 41000000

CEN: 00000000000000000000000000000000

info@concentrix.com | www.concentrix.com



HRD/2T/12373885/18-19

Ms. Simran Manohar Bhosale  
Candidate ID: 12373885  
H. No. 791/19 "Bethel" Hindu Nagar Khanapur  
Khanapur  
Khanapur - 591302  
Karnataka  
India  
Ph: (91) 87460 68843

May 23, 2018

Dear Simran,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive** in the **IT Operations** Career Stream.

Here are the terms and conditions of our offer:

**Joining date** .....

Your scheduled date of employment with us will be **June 04, 2018**.

**Location**


Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

**Training Period**

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training

  
IQAC Co-ordinator G.S.Sc. College, Belagavi  
GSS College, Belagavi

  
PRINCIPAL

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

IQAC Co-ordinator  
GSS College, Belagavi

**ANNEXURE -I  
(Compensation)**

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Simran Manohar Bhosale
ROLE	Operations Executive
ROLE DESIGNATION	Operations Executive - Trainee
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	5580
FIXED DEARNESS ALLOWANCE (FDA)	1100
BASKET OF ALLOWANCES (HRA, LTA, Medical Allowance, Children's Education Allowance, Transport / Allowance, Miscellaneous Allowance)	9442
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1269
<b>MONTHLY GROSS SALARY</b>	<b>17,391</b>

<b>2. ANNUAL COMPONENT</b>	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	67

<b>3. RETIRAL BENEFITS</b>	
PROVIDENT FUND - 12% of (Basic + FDA)	802
GRATUITY - 4.81% of (Basic + FDA)*	321
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>18,581</b>
<b>TOTAL GROSS SALARY</b>	<b>18,581</b>

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	30,000 (With Security)	7%	24	Nil
	20,000 (Without Security)			
SALARY LOAN (Subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

\* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.



**IQAC Co-ordinator**  
**GSS College, Belagavi**

**PRINCIPAL**  
**G.S.Sc. College, Belagavi**





Capgemini Technology Services India Limited  
(Formerly known as IGATE Global Solutions Limited)  
Plant 2, 'C' Wing, 1<sup>st</sup> Floor, Godrej IT Park,  
Godrej & Boyce Compound, Gate No. 2,  
L.B.S. Marg, Pirojshanagar, Vikroli (West),  
Mumbai-400 079, Maharashtra, India.  
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066  
www.capgemini.com

**Date: 2/5/18**

**Ref No: HR/Campus/20181822**

**Ms. Simran M Bhosale**  
**G.S.Sc Degree College, Belgaum**

### Letter of Intent ("LOI")

Dear Simran,

With reference to your interview conducted by us at KLE College, Bengaluru, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in Annexure 1 to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/Institute for award of the degree/diploma subject to the minimum passing percentage/grade/rank/class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your final semester degree/diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

  
**IQAC Co-ordinator**  
**GSS College, Belagavi**

  
**PRINCIPAL**  
**G.S.Sc. College, Belagavi**

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months or such other extended period as Capgemini deems fit.
3. You may be required to undergo classroom training for a duration which will be purely based on business requirements. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment with the Company depending on your performance in the opinion of the Company.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

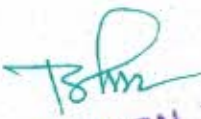
You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, any time at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com).

Thanking you,  
Yours Sincerely,  
**For & On Behalf of Capgemini**

**Sayyad Asad Kadri**  
**Senior Director – Head Fresher Hiring**

  
**PRINCIPAL**  
**G.S.Sc. College, Belagavi**

G.S.Sc. College, Belagavi  
Principal



Campus Selection and Placements 2018 - 19

Sl. No	Reg. No	Name	Organization	Status	Document
01	M1610832	PRIYANKA PULGAM	DELOITTE	selected	Letter of Intent
02	M1610833	PRIYANKA KAMBREKAR	TATA CONSULTANCY SERVICES LIMITED (TCS L), WIPRO	Placed Selected	offer Letter
03	M1610841	SAMPREET PATIL	INFOSYS LTD	Placed	offer Letter of Employment
04	M1610808	CHANGUNA MATHAPATI	INFOSYS LTD	Placed	offer of Employment
05	M1610815	KOMAL RAHANE	CONCENTRIX	Shortlisted	Letter of Intimation
06	M1610816	MADHURI KUDACHIKAR	TATA CONSULTANCY SERVICES LIMITED (TCSL)	Selected	Interview Intimation mail
07	M1610817	MAHAMMED SAIF HUDLI	DELOITTE	Placed	offer of Employment
08	M1610819	MANGAL KHANNUKAR	TEAMLEASE DIGITAL PRIVATE LIMITED	Shortlisted	Letter of Intent
09	M1610821	MEENAL SANGADNOKAR	CONCENTRIX	Shortlisted	Letter of Intimation
10	M1610831	PRATIKSHA BHAGANGRE	CONCENTRIX	Shortlisted	Letter of Intimation
11	M1610859	SUPRIYA KHARDE	DIYA SYSTEMS	Selected	Joining letter
12	M1610862	SUSHMITA SIDBACHE	CONCENTRIX	Shortlisted	Letter of Intimation
13	M1610840	SHREYA SAMANT	CONCENTRIX	Shortlisted	Letter of Intimation



PRINCIPAL  
G.S.Sc. College, Belagavi

IQAC Co-ordinator  
GSS College, Belagavi

Campus Selection and Placements 2018 - 19

Sl. No	Reg. No	Name	Organization	Status	Document
14	M1610849	SHRIDHAR PURANDARE	TEAMROLL ZNC	Placed	offer of Employment
15	M1610851	SHRIYA U THARKAR	TATA CONSULTANCY SERVICES LIMITED (TCSL)	Placed	offer Letter
16	M1610853	SHWETA R PATIL	WIPRO (WORK INTEGRATED LEARNING PROGRAMME WILP)	selected as Trainee	Enrollment Letter
17	M1610855	SONALI HULAJI	WIPRO (WASE/WIMS)	selected as Trainee	Letter of Intent
18	M1610868	VARUN RAD	INFOSYS LTD.	Placed	offer of Employment
19	M1610869	VEDA DIXIT	INFOSYS LTD.	Placed	offer of Employment
20	M1610839	SAGAR VANTAMURI	WIPRO LTD	Shortlisted	Interview Invitation mail.
21	M1610871	VINAYAK RAMANKATTI	WIPRO LTD	selected as Trainee	offer Letter of Intent
22	M1610812	GIRISH CHANNAPAGOL	WIPRO LTD, TTEC INDIA	Selected as Trainee	Letter of Intent offer Letter
23	M1610847	SHRADHA KADAM	OZYVA SYSTEMS	Placed.	offer Letter
24	M1610845	SHANOR BABA MENSINKANI	OLX	Placed	offer letter
25	M1610822	MEGHA CHOUGOLE	Cognizant	Placed	offer Letter



IQAC Co-ordinator  
GSS College, Belagavi



PRINCIPAL  
G.S.Sc. College, Belagavi



Fwd: Deloitte - Letter of Intent

2 messages

Priyanka Pulgam <priyankapulgam09@gmail.com>  
To: directorbca@gssbgm.edu.in

1 August 2021 at 11:27

Hello Gss-BCA,

Please find the forward of my Deloitte offer email below.

Thanks and regards,  
Priyanka Pulgam  
+91 9902074112

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

From: **USI Consulting Campus (US)** <usiconsultingcampus@deloitte.com>  
Date: Thu, 28 Feb, 2019, 6:31 pm  
Subject: Deloitte - Letter of Intent  
To:

 cid:image001.png@01D4C790.866103F0

Deloitte in India | February 2019

 cid:image004.png@01D4C790.866103F0

**Congratulations! You've been hired.**  
*Read the Letter of Intent*

Dear candidate,

On behalf of Deloitte Consulting India Private Limited (the "Employer" or "Company"), we are pleased to confirm our letter of Intent to hire you as an **Associate Analyst**.

As a formal response to this Letter of Intent, please click here and share your acceptance (accept/decline) of the offer within **two business days** of receipt of this mail, after which period this offer shall lapse automatically.

A detailed offer letter describing the terms of your employment and related contingencies will follow post your acceptance of this Letter of Intent.

*The Company has decided to provide some training courses to you, which will tentatively start from 8-March-2019 to 30-May-2019. This training is subject to the non-disclosure agreement that is the first part of the Letter of Intent, you are expected to read the terms and conditions thoroughly before accepting the same.*

We extend this Letter of Intent, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression on everyone you met and we are excited at the prospect of you joining our organization.

Please do write to us in case you may have any queries.

Regards,  
US India Campus Recruitment team

  
PRINCIPAL  
IQAC Co-ordinator G.S.Sc. College, Belagavi  
GSS College, Belagavi

As used in this document, "Deloitte" means Deloitte LLP and its subsidiaries. Please see [www.deloitte.com/us/about](http://www.deloitte.com/us/about) for a detailed description of the legal structure of Deloitte LLP and its subsidiaries. Certain services may not be available to attest clients under the rules and regulations of public accounting.

**Disclaimer:** I hereby grant my consent to Deloitte LLP, its affiliates, subsidiaries and licensees to use statements and information given on this form, together with any promotional materials and other publications, and for any other business purpose that Deloitte LLP deems proper, without any compensation to or further approval from me.

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v.E.1

**3 attachments**

image001.png  
9K



image004.png  
106K



image004.png  
106K


Director GSS BCA <[directorbca@gssbgm.edu.in](mailto:directorbca@gssbgm.edu.in)>  
To: Priyanka Pulgam <[priyankapulgam09@gmail.com](mailto:priyankapulgam09@gmail.com)>

1 August 2021 at 11:32

Dear priyanka,  
Thanks for the mail, please mail offer letter you had received during your academic year 2018 - 19.

Regards  
[Quoted text hidden]

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

IQAC Co-ordinator  
GSS College, Belagavi





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20184947943/Bangalore**  
**Date: 25/02/2019**

Ms. Priyanka Vithal Kambrekar  
H.No. 1120 Giri Govardhan Building Mahaveer Nagar 4th Cross,  
Udyambag,  
Belgaum-590008,  
Karnataka.  
Tel# -9148740782

Dear Priyanka Vithal Kambrekar,

**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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,93,158/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential  
TCSL/DT20184947943

  
**IQAC Co-ordinator**  
**GSS College, Belagavi**

  
**PRINCIPAL**  
**G.S.Sc. College, Belagavi**

**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



## COMPENSATION AND BENEFITS

### **BASIC SALARY**

You will be eligible for a basic salary of ₹7,100/- 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 ₹2,840/- 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 ₹1,400/- 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 amount between the components as per your tax plan, once you join TCSL.

TCS Confidential  
TCSL/DT20184947943

2

**TATA CONSULTANCY SERVICES**

VYDEHI RC BLOCK, 82 TORRENT FIELD, Bangalore 560 066 India

Tel: 91 80 6224 7000 Fax: 91 80 2841 0114 Website: www.tcs.com

Registered Office: Nirmal Building, 5th floor, Nariman Point, Mumbai 400 021

TCS Careers: [www.tcs.com/careers](http://www.tcs.com/careers) Email: [careers@tcs.com](mailto:careers@tcs.com)

*Tom*  
PRINCIPAL  
G.S.Sc. College, Belagavi

*Tom*  
IQAC Coordinator  
GSS College, Belagavi



Fwd: Campus Hiring | Onboarding Update from Wipro

1 message

From: priya.kk <priya22kambhakar@gmail.com>  
To: directorbca@gssbgm.edu.in

4 August 2019

Name: Priyanka.kambhakar

----- Forwarded message -----  
From: <campus.arena@wipro.com>  
Date: Tue, Sep 3, 2019, 11:00 AM  
Subject: Campus Hiring | Onboarding Update  
To: <campus.arena@wipro.com>

Dear Candidate,

Greetings from Wipro!

Heartly congratulations on your selection with us!

We would like to let you know that we are working on your Onboarding Plan and soon you will be informed about your joining details. You will be intimated with more updates, three weeks prior to your Date of joining.

Thank you for your patience to enter a World of Opportunities!

Looking forward to meet you soon!

Regards,  
Global Campus Hiring Team  
Wipro Limited

cid:image002.png@01D4E400.F7059C60 cid:image004.png@01D3FDC3.2C6E42F0cid:image005.png@01D3FDC3.2C6E42F0cid:image006.png@01D3FDC3.2C6E42F0cid:image007.png@01D3FDC3.2C6E42F0

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7 attachments

image001.png  
389K

*[Signature]*  
IQAC Co-ordinator  
GSS College, Belagavi

*[Signature]*  
PRINCIPAL  
G.S.S. College, Belagavi

**Fwd: Offer Of Employment**

1 message

Sampreet Patil <sampreet1999@gmail.com>  
To: "directorbca@gssbgm.edu.in" <directorbca@gssbgm.edu.in>

5 August 2021 at 06:43

Hello All,

Good day.

Please find the attached letter of employment for Infosys Ltd.

Regards,  
Sampreet Patil

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

From: **Infosys Limited** <offers@infosys.com>  
Date: Thu, 12 Sep, 2019, 6:27 pm  
Subject: Offer Of Employment  
To: sampreet1999@gmail.com <sampreet1999@gmail.com>

Dear Sampreet Sangnanagouda Patil,

Congratulations!!!

This has reference to your participation in our selection process. We are pleased to extend you an offer of employment as "Operations Executive" in Infosys. Please find attached the offer of employment with your confirmed date of joining. It is mandatory that you carry a print of this, along with the completed service agreement when you join us.

An elaborate communication on the Accommodation and other joining related formalities will follow. Our offer to you as a Operations Executive is conditional upon your having fully completed your graduation, without any active backlog papers and with a simple average not less than what was specified during selection process.

**Academic Eligibility Criteria For Joining**

**Point 1-** The academic eligibility criteria for the Role of an Operations Executive has already been communicated to you and your college during the selection process. However to reiterate this, the eligibility criteria stands at Simple average aggregate of 60% throughout Class X, XII & Graduation. This remains the same at the time of joining (with or without your final semester/year results added).

All percentages/CGPA should be simple average of all your subjects/semesters/years including electives, optional subjects, additional subjects, practical subjects, languages etc., No Active backlogs are allowed.

**Point 2-** In case if you do not meet the above stated eligibility criteria as on the date of joining, you are not eligible to join. Please mail us at offer\_extension@infosys.com with your Candidate ID and your Role in the subject line.

**Point 3-** Your employment will be terminated if there are any backlogs and/or if you fail to meet the required simple average/CGPA including the semesters for which results are awaited, after your joining.

For any changes in your existing profile, please mail us at offer\_update@infosys.com. Please mention your Role and Candidate ID in the subject line of your mails.

We look forward to seeing you at Infosys.

Regards,  
Team Talent Acquisition  
Infosys Ltd.

P.S: Please do not respond to this email id as incoming emails to this account are not monitored.

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi



**Fwd: Offer Of Employment**

Changuna mathapati <changunamathapati08@gmail.com>  
To: directorbca@gssbgm.edu.in

5 August 2021 at 11:38

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

From: **Infosys Limited** <offers@infosys.com>  
Date: Thu, Sep 12, 2019, 6:26 PM  
Subject: Offer Of Employment  
To: changunamathapati08@gmail.com <changunamathapati08@gmail.com>

Dear Changuna Shivanand Mathapati,

Congratulations!!!

This has reference to your participation in our selection process. We are pleased to extend you an offer of employment as "Operations Executive" in Infosys. Please find attached the offer of employment with your confirmed date of joining. It is mandatory that you carry a print of this, along with the completed service agreement when you join us.

These documents would be considered as original and valid. The instructions to complete the agreement is attached for your reference.

An elaborate communication on the Accommodation and other joining related formalities will follow. Our offer to you as a Operations Executive is conditional upon your having fully completed your graduation, without any active backlog papers and with a simple average not less than what was specified during selection process.

**Academic Eligibility Criteria For Joining**

**Point 1-** The academic eligibility criteria for the Role of an Operations Executive has already been communicated to you and your college during the selection process. However to reiterate this, the eligibility criteria stands at Simple average aggregate of 60% throughout Class X, XII & Graduation. This remains the same at the time of joining (with or without your final semester/year results added).

All percentages/CGPA should be simple average of all your subjects/semesters/years including electives, optional subjects, additional subjects, practical subjects, languages etc., No Active backlogs are allowed.

**Point 2-** In case if you do not meet the above stated eligibility criteria as on the date of joining, you are not eligible to join. Please mail us at offer\_extension@infosys.com with your Candidate ID and your Role in the subject line.

**Point 3-** Your employment will be terminated if there are any backlogs and/or if you fail to meet the required simple average/CGPA including the semesters for which results are awaited, after your joining.

For any changes in your existing profile, please mail us at offer\_update@infosys.com. Please mention your Role and Candidate ID in the subject line of your mails.

We look forward to seeing you at Infosys.

Regards,  
Team Talent Acquisition  
Infosys Ltd.

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

P.S: Please do not respond to this email id as incoming emails to this account are not monitored

**Dear Candidate,**

Congratulations on getting shortlisted for Concentrix,

As shared during the campus drive the Final interview will consist of 2 parts:  
Mentioned as below:

1. English Assessment (Versant round).
2. Face to Face Personal Interview.

To begin with we will start with English Assessment. Which will be divided in to 2 segments, followed by typing test and face to face interview for the best process fitment.

1. **Fluency and Thought Process Check:** in this segment you be given any one topic and asked to speak on the topic for 2 minutes. To check your grammar, fluency, pronunciation and vocal dimensions. Stop Thinking in Your Regional Language! Make your brain THINK in English by SPEAKING English.
2. **Typing Test** - In the test typing speed will be check, the speed required is 25 Words per minute with 90% accuracy, please practise typing before coming.
3. **Face to Face Round - Personal Interview.**

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi



18:42

7%



# TCS Smart Hiring Interview Result



Inbox



Careers Feb 25

to bcc: me



Dear Student,

Pleased to inform that you have successfully cleared our interview held as part of B.Sc Hiring, the Offer Letter would have been sent / will be sent shortly. Please Login to Nextstep and accept it within 7 days failing which it will go void.

All The Best and Hope to See you soon in TCS !

Thanks & Regards,  
Careers Team

Website: <http://www.tcs.com>

Experience certainty. IT Services  
Business Solutions  
Outsourcing

=====  
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Reply

Reply all

Forward

IQAC Co-ordinator  
GSS College, Belagavi

PRINCIPAL  
G.S.Sc. College, Belagavi

# Deloitte.

**Deloitte Consulting India Private Limited**

Building No.5, Tower 1, Block C1, 77  
Degree Town Centre,  
Survey No.123, 132/2, 133/2, 133/3  
and 136/1,  
Amani Bellandur Khane Village,  
Varthur Hobli,  
Bengaluru Rural, Karnataka - 560037

Tel: +91 080 6755 5000/ +91 080  
6755 4000  
www.deloitte.com

05/11/2021

**Mr. Mahammed Saif Khutboddin Hudli**  
2nd Cross Vidya Nagar Road Khanapur  
9th C Main Road, 1st Stage BTM Layout Bengaluru,  
Khanapur - 591302

**Subject: Offer of Employment**

**Dear Mahammed Saif Khutboddin Hudli:**


On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Bengaluru**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **June 14, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.3,25,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**. Your compensation details are confidential

  
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and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **June 14, 2021**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and Deloitte Consulting India Private Limited employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

**Mahammed Saif Khataboddin Hudli**, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

*Ramprasad Ramanathan*

Authorized Signatory

*SR*  
IQAC Co-ordinator  
GSS College, Belagavi

Principal  
G. S. Sc. College, Belagavi

IQAC Co-ordinator  
GSS College, Belagavi

## Letter of Intent

08-March-2019

Dear Mangala Khannukar,

With reference to the Interviews you had with us, it gives us great pleasure to inform you that we have found you shortlisted for an opportunity with our client. You shall be designated as a **CSR**.

Your Location of Joining would be Bangalore.

Your confirmation to the contents of this letter is a pre-requisite for issuance of the formal offer to you. An offer containing the detailed terms and conditions of employment will be issued to you post receipt of confirmation.

You would be required to attend final round of interview based on business requirement. We would intimate you of the exact date and schedule one week prior to actual date.

**Please note that the issue of Final Offer Letter is subject to the following:**

- A. You can keep your documents ready for the Background Verification. Please refer to Annexure A for the list of mandatory documents.
- B. Complete information entered in the Background Verification form. To fill the Background Verification Form.
- C. During Onboarding, the Annexure B photocopies should be brought to the Venue

**Annexure A:**

1. 10th Mark sheet
2. 12th Mark sheet or Diploma Marks Sheet and Provisional Certificate.
3. Highest full-time education mark sheets - All semesters/Consolidated along with Provisional/Convocation certificate
4. PAN card/Acknowledgement slip
5. Aadhar card/Acknowledgement slip
6. Address Proof Document (Passport/Voter ID/Driving License)
7. GAP declaration if any in last 5 years (If not mentioned in CAM form/VD)

**TeamLease Digital Private Limited. CIN No. U74999MH2016PTC283227**  
6th Floor, BMTCC Commercial Complex, 80 Feet Road, Koramangala, Bangalore - 560095  
Ph: (91-80) 67995599 Fax: (91-80) 67995599 E-mail: corporateaffairs@teamlease.com / www.teamlease.com

  
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**Annexure B:**

1. 4 passport size photographs.
2. Any one ID Proof.

Your confirmation to the contents of this letter is a pre-requisite for issuance of the Shortlist in Interview to you. Please do let us know your decision after completion of graduations. An offer containing the detailed terms and conditions of employment will be issued to you post final round of your Interview. Please Note, The Selection shall elapse after the expiry of 7 days if not accepted. Should you have any queries please get in touch with (\*\*\*\*\*)

Your Selection is subject to the satisfactory verification of the documents and details above mentioned and/or any information furnished at the time of interview, in addition to fulfilling the eligibility criteria.

Further, please note that this conditional Letter of Intent is subjected to the success of the Client Interview (if any).

**For Teamlease Digital Pvt Ltd**

(HR Manager)

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IQAC Co-ordinator  
GSS College, Belagavi

IQAC Co-ordinator  
GSS College, Belagavi

Meenal Sangaonkar.

**Dear Candidate,**

Congratulations on getting shortlisted for Concentrix.

As shared during the campus drive the Final interview will consist of 2 parts:  
Mentioned as below:

1. English Assessment (Versant round).
2. Face to Face Personal Interview.

To begin with we will start with English Assessment. Which will be divided in to 2 segments, followed by typing test and face to face interview for the best process fitment.

1. **Fluency and Thought Process Check:** In this segment you be given any one topic and asked to speak on the topic for 2 minutes. To check your grammar, fluency, pronunciation and vocal dimensions. Stop Thinking in Your Regional Language! Make your brain THINK in English by SPEAKING English.
2. **Typing Test** - In the test typing speed will be check, the speed required is 25 Words per minute with 90% accuracy, please practise typing before coming.
3. **Face to Face Round - Personal Interview.**

  
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**Dear Candidate,**

Congratulations on getting shortlisted for Concentrix.


As shared during the campus drive the Final interview will consist of 2 parts:  
Mentioned as below:

1. English Assessment (Versant round).
2. Face to Face Personal Interview.

To begin with we will start with English Assessment. Which will be divided in to 2 segments, followed by typing test and face to face interview for the best process fitment.

1. **Fluency and Thought Process Check:** In this segment you be given any one topic and asked to speak on the topic for 2 minutes. To check your grammar, fluency, pronunciation and vocal dimensions. Stop Thinking in Your Regional Language! Make your brain THINK in English by SPEAKING English.
2. **Typing Test** - In the test typing speed will be check, the speed required is 25 Words per minute with 90% accuracy, please practise typing before coming.
3. **Face to Face Round - Personal Interview.**

  
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Dear *Supriya,*  
Congratulations!

We are happy to invite you to be a member of 'Diya' family,

You have been selected. Your date of joining would be: *13/05/19*

At the outset, we would like to congratulate you for having fared so well in the interview process and for having made a definite impression in the minds of those who have interacted with you during the interviews. We are sure that going forward, this impression will grow stronger.

Your cooperation is appreciated for further documentation process to be submitted on your date of joining

- Aadhar card- 3 Copies Signed (*Colored photocopies*)
- All educational qualification certificates (Originals for verification/ Photocopy 1 set)
- Pan Card- 3 Copies Signed
- Passport- 3 Copies Signed
- 2 Documents for Address Proof-(Driving License, Voters ID card etc- any 2)- 3 copies each
- Passport size photo- 5

We expect you to set an example of diligence, dedication and commitment and contribute your best efforts in making 'Diya', a leading organization.

You have been requested to be in our office by 9:30AM on your joining date.

Please feel free to email us to [samriddhi.r@glowtouch.com](mailto:samriddhi.r@glowtouch.com) or [lakshmi.b@glowtouch.com](mailto:lakshmi.b@glowtouch.com) for any further information/clarifications you may need.

Thanks & Regards,

*Shru*  
*13/5/19*  
Shrinivas Bhat

Senior Manager-Human Resources

*[Signature]*  
IQAC Co-ordinator  
GSS College, Belagavi

*[Signature]*  
PRINCIPAL  
G.S.Sc. College, Belagavi



Dear Candidate,

Congratulations on getting shortlisted for Concentrix.

As shared during the campus drive the Final interview will consist of 2 parts: Mentioned as below:

1. English Assessment (Telephonic round)
2. HR round (Telephonic round).

To begin with we will start with English Assessment. Which will be divided in to 3 segments:

1. **Pronunciation Check:** In this segment your pronunciation will be checked. So please listen to the pronunciation on Cambridge Dictionary Online to prepare well.
2. **Fluency and Thought Process Check:** In this segment you be given any one topic and asked to speak on the topic for 2 minutes. To check your grammar, fluency, pronunciation and vocal c'imensions. Stop Thinking in Your Regional Language! Make your brain THINK in English by SPEAKING English.
3. **Mock Call Check:** In this segment you will be asked to act as a customer care representative. To check empathy (Use I'm sorry wherever required), paraphrasing and comprehension. Think of it like acting. You and your interviewer are the actors. You are the Representative, and your interviewer is the customer. While the customer role can change from calm to neutral, to irate to hysterical.

To help you prepare better. Below are the tips for the preparation of a 15mins English Assessment:

Please take the printout of these questions and prepare.

**Note: These are the sample questions to make you understand better and prepare well for the English Assessments.**

**Statements which may help you to improve the pronunciation**

**In this segment your pronunciation will be checked. So please listen to the pronunciation on Cambridge Dictionary Online.**

1. We need to Measure the treasure.
2. Honesty is the best policy.
3. My television is broken
4. She has a clear vision
5. The task is impossible.
6. This is not possible.
7. It is unusually hot today.
8. I really appreciate your patience.
9. He is my younger brother.
10. I heard a loud explosion outside the building.
11. Yellow is my favourite colour.
12. Social Studies is my favourite subject.
13. Sugar syrup is yummy.
14. I usually wear casual clothes.
15. It's my pleasure to meet you.

  
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Shreya Samant

**Dear Candidate,**

Congratulations on getting shortlisted for Concentrix.

As shared during the campus drive the Final interview will consist of 2 parts:  
Mentioned as below:

1. English Assessment (Passage round).
2. Face to Face Personal Interview.

To begin with we will start with English Assessment. Which will be divided in to 2 segments, followed by typing test and face to face interview for the best process fitment.

1. **Passage Round:** In this segment your written language will be checked. So please make sure that you are grammatically correct at the time of writing the passage, it is like essay writing.  
**You will be asked to write 200 words passage.**
2. **Fluency and Thought Process Check:** In this segment you be given any one topic and asked to speak on the topic for 2 minutes. To check your grammar, fluency, pronunciation and vocal dimensions. Stop Thinking in Your Regional Language! Make your brain THINK in English by SPEAKING English.
3. **Typing Test** - In the test typing speed will be check, the speed required is 25 Words per minute with 90% accuracy, please practise typing before coming.
4. **Face to Face Round - Personal Interview.**

  
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Name: Shridhar Purandare  
Address: N/A

Date: \_\_\_\_\_

## Appointment Letter

Dear Shridhar Purandare,

We are pleased to offer you employment at **TEAMROLL INC** as per the following terms:

### 1. DEPUTATION

You are deputed to **GoldenBag Technology Pvt Ltd**. The terms of employment are exclusively with TEAMROLL, you shall never be deemed to be the employee of the client, where you have been deputed. You may be deputed to other client/location as and when required by TEAMROLL during your employment by issuing a prior written/e-mail notice.

### 2. TENURE & EXTENSION

Unless otherwise notified to you in writing, You will be on probation for a period of **6 months**. The employee may terminate employment at any time before the conclusion of the Probationary Period by providing Employer with at least **15 days** advance notice or compensation in lieu of notice equal to **15 days**.

### 3. POSITION

You are appointed as **Collection Executive**.


### 4. LOCATION

You are required to work at client's location at **Bangalore** or any other location as decided by the client from time to time.

### 5. REMUNERATION

You will be entitled to a remuneration package as decided by the TEAMROLL and the details will be shared with you either as an attached Annexure on the E-mail address provided for

  
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The employment stands cancelled and revoked if you do not report to duty within 3 days from the date of joining and your act will be construed as deemed and implied rejection of the offer of employment from your side, hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You are requested to bring/submit the following documents at the time of joining:

1. Aadhar card
2. All Family Members Aadhar Card (Father, Mother, Wife [If married], Children [If any])
3. Bank Account Statement / Cancelled Cheque
4. Educational Certificates (OPTIONAL)
5. PAN Card/ Acknowledgement Receipt of PAN
6. Valid E-mail ID
7. 3 passport size photographs

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For



Authorized Signatory

**EMPLOYEE DECLARATION:**

I have read and understood the terms and conditions mentioned in this letter of appointment. I voluntarily accept the same. I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

On receipt of the first salary, all terms and conditions in this letter of appointment would be deemed as acknowledged and accepted.

  
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G.S.Sc. College, Belagavi

  
IQAC Co-ordinator  
GSS College, Belagavi





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20184993953/Bangalore**  
**Date: 25/02/2019**

Ms. Shriya U Tharkar  
#3/5Apmc Road,  
Marketyard, Nehru Nagar,  
Belagavi-590010,  
Karnatakab.  
Tel# -8546850484

Dear Shriya U Tharkar,

**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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,93,158/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

  
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TCS Confidential  
TCSL/DT20184993953

**TATA CONSULTANCY SERVICES**

VYDEHI RC 1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 065 India  
Tel: 91 30 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: 1 800 209 31 11 | Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Shriya U Tharkar
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,332	63,980
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,500	18,000
<b>3) Annual Components/Retirals</b>		
Health Insurance***	NA	4,000
Provident Fund	852	10,224
Gratuity	341	4,098
ESI Contribution##		7,656
Total of Annual Components & Retirals	1,194	18,322
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	<b>15,126</b>	<b>1,93,153</b>

# 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.

##Contribution towards Employees' State Insurance borne by TCS.

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

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

Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
Leave Travel Assistance	592	7,100
Food Card	500	6,000
Personal Allowance	1,400	16,800
<b>GROSS BOUQUET OF BENEFITS</b>	<b>5,332</b>	<b>63,980</b>

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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





May 13, 2019

Welcome to WILP

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

Dear Shweta Rajendra Patil,

Sub: Enrolment letter to Work Integrated Learning Programme ("WILP" or "Academy") as Trainee - Computer Applications

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Trainee - Computer Applications with the WILP which is a customized academic and training programme which will allow you to obtain M.Tech degree from one of the premier Engineer institutions in India.

The duration of the academic programme shall be 48 months from the **date of enrollment with WILP**. 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,

**Sunil Kalachar**  
General Manager – Talent Acquisition

**Endorsement**

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

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Page 1/9

IQAC Go-ordinator  
GSS College, Belagavi

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G.S.Sc. College, Belagavi

Registered Office:

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

Sensitivity: Internal & Restricted

8764711

**Fwd: Letter of Intent - Sonali Hulaji - Ref. No.: 8771869**

**Sonali Hulaji** <sonalihulaji75@gmail.com>  
To: directorbca@gssbgm.edu.in

5 August 2021 at 00:42

FYI

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

From: &lt;careers@wipro.com&gt;

Date: Mon, 4 Mar, 2019, 11:47 am

Subject: Letter of Intent - Sonali Hulaji - Ref. No.: 8771869

To: &lt;sonalihulaji75@gmail.com&gt;

**Campus - Letter Of Intent**

04-Mar-2019

Dear Sonali Hulaji,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

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

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us. Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days.

Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited  
Suresh Kalachar  
General Manager - Talent Acquisition

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. **WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com**



**IQAC Co-ordinator  
GSS College, Belagavi**



**PRINCIPAL  
G.S.Sc. College, Belagavi**





Director GSS BCA <director@gsbsbgm.edu.in>

**Offer Of Employment - Varun Rao**

Varun Rao <varun47rao@gmail.com>  
To: director@gsbsbgm.edu.in

5 August 2021 at 18:56

Dear Varun Ananthkrishna Rao,

Congratulations!!!

This has reference to your participation in our selection process. We are pleased to extend you an offer of employment as "Operations Executive" in Infosys. Please find attached the offer of employment with your confirmed date of joining. It is mandatory that you carry a print of this, along with the completed service agreement when you join us.

These documents would be considered as original and valid. The instructions to complete the agreement is attached for your reference.

An elaborate communication on the Accommodation and other joining related formalities will follow. Our offer to you as a Operations Executive is conditional upon your having fully completed your graduation, without any active backlog papers and with a simple average not less than what was specified during selection process.

**Academic Eligibility Criteria For Joining**

**Point 1-** The academic eligibility criteria for the Role of an Operations Executive has already been communicated to you and your college during the selection process. However to reiterate this, the eligibility criteria stands at Simple average aggregate of 60% throughout Class X, XII & Graduation. This remains the same at the time of joining (with or without your final semester/year results added).

All percentages/CGPA should be simple average of all your subjects/semesters/years including electives, optional subjects, additional subjects, practical subjects, languages etc., No Active backlogs are allowed.

**Point 2-** In case if you do not meet the above stated eligibility criteria as on the date of joining, you are not eligible to join. Please mail us at offer\_extension@infosys.com with your Candidate ID and your Role in the subject line.

**Point 3-** Your employment will be terminated if there are any backlogs and/or if you fail to meet the required simple average/CGPA including the semesters for which results are awaited, after your joining.

For any changes in your existing profile, please mail us at offer\_update@infosys.com. Please mention your Role and Candidate ID in the subject line of your mails.

We look forward to seeing you at Infosys.

Regards,  
Team Talent Acquisition  
Infosys Ltd.

P.S: Please do not respond to this email id as incoming emails to this account are not monitored



image001.jpg  
44K

**IQAC Co-ordinator**  
**GSS College, Belagavi**

**PRINCIPAL**  
**G.S.Sc. College, Belagavi**

**Fwd: Offer Of Employment**

veda dixit <dixitveda98@gmail.com>  
To: directorbca@gssbgm.edu.in  
Cc: veda dixit <dixi.veda98@gmail.com>

4 August 2021 at 14:40

Respected Sir/Madam,

I am forwarding the below email of my Offer of Employment.

Thanks,  
Veda Dixit

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

From: Infosys Limited <ofiers@infosys.com>  
Date: Thu, 12 Sep 2019, 6:28 pm  
Subject: Offer Of Employment  
To: dixitveda98@gmail.com <dixitveda98@gmail.com>

Dear Veda Gurudatta Dixit,

Congratulations!!!

This has reference to your participation in our selection process. We are pleased to extend you an offer of employment as "Operations Executive" in Infosys. Please find attached the offer of employment with your confirmed date of joining. It is mandatory that you carry a print of this, along with the completed service agreement when you join us.

These documents would be considered as original and valid. The instructions to complete the agreement is attached for your reference.

An elaborate communication on the Accommodation and other joining related formalities will follow. Our offer to you as a Operations Executive is conditional upon your having fully completed your graduation, without any active backlog papers and with a simple average not less than what was specified during selection process.

**Academic Eligibility Criteria For Joining**

**Point 1-** The academic eligibility criteria for the Role of an Operations Executive has already been communicated to you and your college during the selection process. However to reiterate this, the eligibility criteria stands at Simple average aggregate of 60% throughout Class X, XII & Graduation. This remains the same at the time of joining (with or without your final semester/year results added).

All percentages/CGPA should be simple average of all your subjects/semesters/years including electives, optional subjects, additional subjects, practical subjects, languages etc., No Active backlogs are allowed.

**Point 2-** In case if you do not meet the above stated eligibility criteria as on the date of joining, you are not eligible to join. Please mail us at [offer\\_extension@infosys.com](mailto:offer_extension@infosys.com) with your Candidate ID and your Role in the subject line.

**Point 3-** Your employment will be terminated if there are any backlogs and/or if you fail to meet the required simple average/CGPA including the semesters for which results are awaited, after your joining.

For any changes in your existing profile, please mail us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com). Please mention your Role and Candidate ID in the subject line of your mails.

We look forward to seeing you at Infosys.

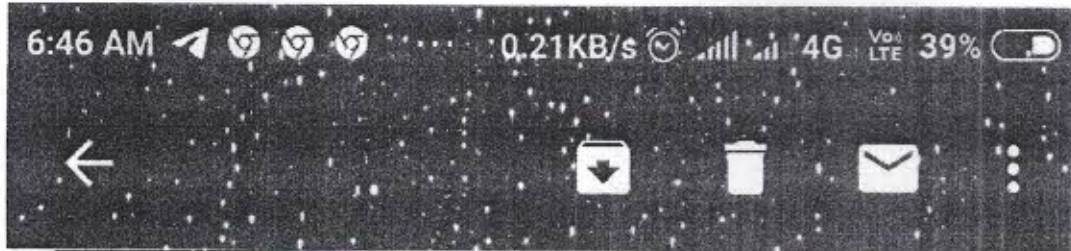
Regards,  
Team Talent Acquisition  
Infosys Ltd.

P.S: Please do not respond to this email id as incoming email to this account are not monitored

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi





## Important Updates



### Wipro Limited || Important Updates

Dear Sagar Mahantesh Vantamuri,

Resume Number: 6199055

Greetings from Wipro!

**Please ignore this mail, if the below mentioned documents have already been uploaded in the portal.**

-

**All mandate documents should be uploaded in Synergy before the date of reporting**

This is regarding the mandate documents that are pending for your submission. Your joining formalities with Wipro will be effected if these documents are not submitted in time -

We request you to upload the below mandate documents by logging into:

<https://synergy.wipro.com/campus/cd/> using your credentials, and refer below path:

**Candidate background Verification>> Upload Documents.**

-

**Pending Documents to be submitted by you are listed below -**

12th and UG mark sheet

Note:

Ø Documents should be clear and the scanned image size must be less

**IQAC Co-ordinator**  
**GSS College, Belagavi**

**PRINCIPAL**  
**G.S.Sc. College, Belagavi**

**Fw: Letter of Intent - Vinayak Ramankatti - Ref. No.: 8866047**

Vinayak Ramankatti <vramankatti@yahoo.com>  
 Reply-To: Vinayak Ramankatti <vramankatti@yahoo.com>  
 To: "directorbca@gssbgm.edu.in" <directorbca@gssbgm.edu.in>

4 August 2021 at 18:49

Sent from Yahoo Mail on Android

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

**From:** "careers@wipro.com" <careers@wipro.com>  
**To:** "vramankatti@yahoo.com" <vramankatti@yahoo.com>  
**Cc:** "manager.campus@wipro.com" <manager.campus@wipro.com>  
**Sent:** Mon, 13 May 2019 at 7:39 pm  
**Subject:** Letter of Intent - Vinayak Ramankatti - Ref. No.: 8866047

**Campus - Letter Of Intent**

May 13, 2019

Dear Vinayak Ramankatti,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in the Career Band **Trainee Group A** of the organization.

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

Component	Amount (INR)
Basic	6,000
HRA	3,000
Bonus	1,400
Wipro Benefits Plan(WBP)	1,985
<b>Total Fixed Cash</b>	<b>12,385</b>
PF (Employer Contribution)	958
Gratuity	319
<b>Total Fixed Compensation</b>	<b>13,662</b>
<b>Other Compensation Benefits</b>	
ESI (Employer Contribution)	588
<b>Variable Pay</b>	
Target Variable Pay (5% of CTC)	750
<b>Target Cost to Company per month</b>	<b>15,000</b>
<b>Total Cost to Company per annum</b>	<b>1,80,000</b>

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 accepting the contents of this communication. Your communication of interest is a precondition to the issuance offer of appointment.

Please login to your Candidate Desktop and accept the offer.

Yours sincerely,

For Wipro Limited  
 Sunil Kalachar  
 General Manager - Global Campus Head

*[Signature]*  
**IQAC Co-ordinator**  
**GSS College, Belagavi**

*[Signature]*  
**PRINCIPAL**  
**GSS College, Belagavi**



**Fwd: Letter of Intent - Girish - Ref. No.: 8869805**

Girish Channappagol <girishchannappagol21@gmail.com>  
To: directorbca@gssbgm.edu.in

4 August 2021 at 14:26

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

From: <careers@wipro.com>  
Date: Mon, 13 May 2019, 19:23  
Subject: Letter of Intent - Girish Na - Ref. No.: 8869805  
To: <girishchannappagol21@gmail.com>  
Cc: <manager.campus@wipro.com>

**Campus - Letter Of Intent**

**May 13, 2019**

**Dear Girish Na,**

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in the Career Band **Trainee Group A** of the organization.

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

Component	Amount (INR)
Basic	6,000
HRA	3,000
Bonus	1,400
Wipro Benefits Plan(WBP)	1,985
<b>Total Fixed Cash</b>	<b>12,385</b>
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Gratuity	319
<b>Total Fixed Compensation</b>	<b>13,662</b>
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<b>Variable Pay</b>	
Target Variable Pay (5% of CTC)	750
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<b>Total Cost to Company per annum</b>	<b>1,80,000</b>

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 accepting the contents of this communication. Your communication of interest is a precondition to the issuance offer of appointment.

*Please login to your Candidate Desktop and accept the offer.*

Yours sincerely,

For Wipro Limited  
Sunil Kalachar  
General Manager - Global Campus Head

*[Signature]*  
**IQAC Co-ordinator**  
**GSS College, Belagavi**

*[Signature]*  
**PRINCIPAL**  
**G.S.Sc. College, Belagavi**



Date: January 24, 2020

To,  
Girish Channappagol  
Near Sidhamutya Temple,  
Koshli Call, Jamkhendi,  
Mangalore.

**Sub: Offer Letter**

Dear Girish,

We are pleased to offer you the position of "Fraud Prevention Representative I" in our organization at a CTC of Rs.23,100/- per month.

Both employer and employee contributions of PF and ESIC would be part of your CTC.

Your appointment is subject to the successful completion of a 30 day training program at TTEC. This offer is contingent upon your submission of original academic and/or the following employment documents:

- Four (4) passport size colored photographs
- Originals and photocopies of academic certificates including SSC, HSC and degree/diploma mark sheets, school leaving certificate, etc.
- Appointment/Offer letter, relieving letter from your previous organization and salary slips for the last three months – if applicable
- A copy of your PAN card and Aadhaar Card (if you don't have one, apply immediately as it is mandatory)
- ESIC, PF & UAN number of previous employment (if applicable)
- Photo ID (passport/driving license/voter ID/PAN/Aadhar card)
- Address Proof (latest bank statement with photo attested/electricity bill/gas bill)
- References for background checks (Email addresses and phone numbers of HR and your Reporting Head in your previous organization – if applicable)
- Date of Birth & Aadhaar card Copy/Number of your parents/spouse & Children
- Medical Fitness Certificate in the provided format (Original copy)

For the organization's policy:

- There will be a probation period of six months from the date of joining. The organization will review your performance after six months and confirmation will be done basis that.
- In case, if Employee Resigns/ Leaves the Company without serving notice period of 30 days, the company will have the right to retain all the dues payable to the employee and adjust the same against the shortfall in the above said notice period of one month.
- In case of No Call No Show within the probation period, the Company reserves all the rights to terminate your services at any time. In this case the Company will have the right to recover the amount equivalent to one month salary (Cost to company) in lieu of the notice period of 1 month.
- Considering the Business need, you may be transferred to any other program without any prior notice.
- **You will not be able to join the organization if you are unable to submit PAN and Aadhar Number on your Date of Joining.**

Congratulations! We look forward to working with you.

Sincerely,



Badal Paikhwala  
Senior Manager, Talent Acquisition

I accept the above offer and will join from January 24, 2020 – 9:30 am.

Sign

Girish Channappagol

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

**TTEC INDIA CUSTOMER SOLUTIONS PRIVATE LIMITED**

(Formerly Meta India Solutions Pvt. Ltd.)



10-May-2019

Belgaum.

Dear **Shradha Kadam,**

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

**Role – Technical Trainee**

**Date of Joining – 13-05-2019**

Your annual total earning potential will be **INR 2,00,148/-** and will be structured as per the attached **Annexure 1- Compensation plan**. This will continue to be applicable until further communication on the same. The compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, ESIC, as applicable.

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

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

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

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

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

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

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Shyamprasad Hebbar

Full Name: \_\_\_\_\_

Associate General Manager

Date: \_\_\_\_\_

  
**IQAC Co-ordinator**  
**GSS College, Belagavi**

  
**PRINCIPAL**  
**G.S.Sc. College, Belagavi**



## ANNEXURE 1


## COMPENSATION

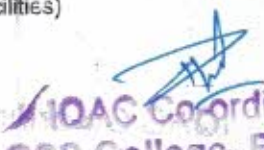
Salary Component	Annual (INR)
Annual Earning Potential	INR 2,00,148/- (please mention the total cash component amount as provided below)

Salary Structure and Overall CTC Calculation			
Particulars	Per Month	Per Year	Remarks
Basic	5514	66163	40% of Total Cash components
DA (Including VDA)	2757	33082	20% of Total Cash components
House rent Allowance	3308	39698	40% of Basic & DA
Advance bonus	700	8400	Fixed amount
Special Allowance	1505	18065	Balancing figure
<b>Total Cash Components</b>	<b>13784</b>	<b>165408</b>	
Employer Contribution to PF	992	11909	12% on Basic & DA
Employer Contribution to ESIC	655	7857	Fixed amount
Gratuity	898	4774	4.81% of Basic & DA
Meal Coupons	700	8400	
Medi Insurance	150	1800	Fixed amount
<b>Total Non cash benefits</b>	<b>2895</b>	<b>34740</b>	
<b>Total Cost to company</b>	<b>16679</b>	<b>200148</b>	
1. Employer contribution to the PF & ESIC : Is the contribution made by the company to Provident fund office & ESI corporation on employee account which is mandatory			
2. Gratuity : Applicable as per Gratuity Act of 1972 . Eligibility starts after completion of 5 years of continuous service			
3. Mediclaim insurance premium paid by employer on account of employee as per company policy			

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

(Note 2: Employee state insurance deduction of 1.75% of your gross salary will happen in your monthly pay and 4.75% of your gross will be contributed by company to Employee State Insurance Corporation. You will be getting identification card from ESIC office where you can avail different medical facilities)


  
 PRINCIPAL  
 G.S.Sc. College, Belagavi


  
 HOAC Coordinator  
 G.S.Sc. College, Belagavi  
 Candidate's signature



## Offer Letter

Date: **20-02-2021**

Sub: Offer Letter

Dear **Shanoorbaba M Menasinakayi**,

**Congratulations! You have been selected.**

We are pleased to inform you that you will be deployed at our Client **Rupeek Fintech Pvt. Ltd.** We are delighted to make you the following job offer.

The position offered to you is that of a **Senior Relationship Manager** at **Monthly Take Home Salary** of Rs. **20000.00**. Your job location will be **Bangalore**

You will be on contract for a period of **12 months**. The contract period may be extended, at the sole discretion of the management.

You would be required to join as early as possible but not later than **22-02-2021**. If you do not join your duty on the said date, this offer of appointment shall be treated as cancelled, unless the extension of the said date for joining is agreed upon by us.

Documents need to be uploaded on MyHR-OLX People App. (<https://myhr-olx.app.link/YPhcwJnKV>)

Go to the Play Store and download the MyHR-OLX People App from there. If you face any issues, report it on the app.

Following documents have to be uploaded for further process:

1. Aedhaar Card (Mandatory)
2. Bank Account Proof (Mandatory)
3. Passport Size Photo (Mandatory)
4. Photocopy of PAN Card
5. Details of Family
6. Details of Permanent and Present Address

We are confident you will be able to make a significant contribution in the success of our Client **Rupeek Fintech Pvt. Ltd.** and look forward to working with you.

Please click on the "Accept" button to download the app and upload your KYC documents in order to get your Appointment Letter.

Yours faithfully,



OLX People (by Aasaanjobs Pvt Ltd)

  
PRINCIPAL  
G.S.Sc. College, Belagavi  
GSS College, Belagavi

Date: 25-02-2021

LETTER OF APPOINTMENT

Name	Shanoorbaba Menasinakayi
Present Address	#489, 1st main Road, 2nd Cross, nanjappa Reddy Layout, 8th Block, Koramangala, Bangalore 560095
Date of Birth	18-05-1998
Olx People Employee ID	RPK2169
Annual CTC	288060.00
Monthly Net Paid	20000.00

Dear Shanoorbaba,

**Aasaanjobs Private Limited**, operating under the brand name "**OLX People**" (the "**Company**"), is engaged in the business of providing manpower solutions ("**Services**") to its "**Client**" **Rupeek Fintech Pvt. Ltd. (Rupeek Fintech Pvt. Ltd.)**. The Company has considered **Shanoorbaba Menasinakayi** ("**Employee**") for rendering the services of **Senior Relationship Manager**, to the Client of the Company. Based on the details provided by you, the accuracy and completeness of which you represent and warrant being true and correct, the Company hereby is pleased to inform that the Company has found you eligible for the provision of Services to its Clients on the Terms and Conditions.

**A. Definitions** for the purpose of this letter,

1. "**Client**" shall mean any client of the Company (being an individual and/or an establishment) to whom the Company directs the Employee to provide Services, from time to time, at its sole discretion.
2. "**Company**" shall mean Aasaanjobs Private Limited (OLX People)
3. "**Company Code of Conduct**" means the code of conduct of the Company applicable to its Employees as intimated to each Employee in writing.
4. "**Joining Date**" means the date agreed between the Company and the Client as your date of joining with the Client for the provision of Services.
5. "**Portal**" means www.olxpeople.com or any other web portal owned / managed by the Company in connection with its business

**B. Effectiveness of Appointment:**

1. The Joining Date shall be 22-02-2021
2. The provisions of this letter of appointment shall become effective from your Joining Date with the Company.
3. Prior to the Joining Date, the Company and you will not in any manner be associated as employer-employee and you will not ascertain any rights as an employee of the Company.



PRINCIPAL  
G.S.Sc. College, Belagavi

OLX People

by Aasaanjobs Private Limited

Registered Off : Unit No. 4, B Wing, Krislon House, Military Road, Mumbai, Maharashtra - 400072

IQAC Co-ordinator  
GSS College, Belagavi

CIN No. U74900MH2014PTC259558

help@olxpeople.com





Campus Selection and Placements 2019 - 20

Sl. No	Reg. No	Name	Organization	Status	Document
1	M1710202	AMRUTA VAZE	CONCENTRIX	selected	expression of interest
2	M1710202	AMRUTA VAZE	WIPRO	selected	Letter of intent
3	M1710229	MANALI PATIL	INFOSYS	placed	offer letter
4	M1710234	NANDA HATTIKATTI	WIPRO	selected	Enrolment letter
5	M1710245	PRAJAKTA BIJAPURE	CONCENTRIX	selected	expression of interest
6	M1710245	PRAJAKTA BIJAPURE	WIPRO	selected	Letter of intent
7	M1710263	SHRUTI BASTWAD	INFOSYS	placed	offer letter
8	M1710276	SWATI KURUBAR	INFOSYS	placed	offer letter
9	M1710280	VARTIKA HAJERI	INFOSYS	placed	offer letter
10	M1710282	VEENA KARAVEERANAVAR	INFOSYS	placed	offer letter
11	M1710208	ATMARAM KARAMBALKAR	INFOSYS	placed	offer letter
12	M1710222	KEVIN LOBO	INFOSYS	placed	offer letter
13	M1710277	SWATI MUNGIARWADI	INFOSYS	placed	offer letter

  
 IQAC Co-ordinator  
 GSS College, Belagavi

  
 PRINCIPAL  
 G.S.Sc. College, Belagavi







Date:- 02-Dec-19

Subject: Expression of Interest - Campus

Dear Amruta Vaze,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice.

Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

We encourage you to provide your acceptance of this EOI at [campusplacements@concentrix.com](mailto:campusplacements@concentrix.com)

Concentrix Hiring Team

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi



**Fwd: Wipro WILP Talent Hunt 2020 | Acceptance of Letter of Intent | Updates**

Amruta Vaze <amrutavaze05@gmail.com>  
To: directorbca@gssogm.edu.in

31 July 2021 at 19:06

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


From: <campus.connect1@wipro.com>  
Date: Wed, 18 Mar, 2020, 10:17 am  
Subject: Wipro WILP Talent Hunt 2020 | Acceptance of Letter of Intent | Updates  
To: <campus.connect1@wipro.com>

IQAC Co-ordinator  
GSS College, Belagavi

**Wipro WILP Talent Hunt 2020 | Acceptance of Letter of Intent | Updates**

Dear Candidate,

  
**IQAC Co-ordinator**  
**GSS College, Belagavi**

  
**PRINCIPAL**  
**G.S.Sc. College, Belagavi**

Hearty congratulations on your selection in Wipro Work Integrated Learning Program (WILP) Talent Hunt 2020!

We are pleased to inform you that we have issued your Letter of Intent (LOI) online. To take your candidature forward with us, if you have not yet accepted the LOI please ACCEPT the same online at the earliest.

The first letter will be received once you proceed into Wipro, you will get enrolled

and will be which provides you a scholarship to pursue your higher education (M.Tech) from one of the premier education institutions available sponsored by Wipro.

We are glad to inform you that on successful completion of your M.Tech course, you will be entitled for Wipro's employment offer, based on your performance and organization policy at Wipro's discretion your indicative compensation range will be between 5 lakhs INR to 7.5 Lakhs INR.

If you have already accepted the L.OI, please upload your necessary documents for audit validation (details communicated in another mail) to process your enrollment letter and then on your onboarding into Wipro.

Please login to <https://synergy.wipro.com/campus/cd/> using your credentials and go to: Offer >> View Letter of Intent or Accept/ Decline based on your interest to close the pending action. Additional details on the same have been shared with you over a separate email.

Once your account is locked, kindly click on 'Reset Password' and login again using the new password (auto-generated within 2-3 hours to your registered email address) and close the pending action.


For any further queries/ clarifications, please reach [manager.campus@wipro.com](mailto:manager.campus@wipro.com).

We will be in touch with you with more information soon.

Regards,

Global Campus Hiring Team,

Wipro Limited

  
Principal  
G.S.Sc. College, Belagavi  
IQAC Co-ordinator  
GSS College, Belagavi

Please do not reply to this email. Replies to this email address are routed to an unmonitored mailbox.

Disclaimer:

The parameters and procedure of selection will be decided upon Wipro's discretion. Wipro reserves the right to disclose any information at any stage of the selection process. Wipro also reserves the right to hold back any provisional offer if the provisionally selected candidate does not meet the specified conditions which are prerequisite to being onboarded. Wipro also reserves the right to hold any provisionally candidate liable if he/she is proved to be involved in any illegal activity for instance but not limited to selection, recruitment, distribution of illegal or counterfeit etc.

Wipro shall inform the candidates the results of the final offer, selection or non-selection through the personal email id or another mode of communication as provided by the respective candidates.

Wipro has not empowered any third party for conducting recruitment drive, requesting training, collecting fees or any other processes as envisaged under this program. Also, it is to be noted that Wipro does not charge any fee at any stage of this program. Likewise, only those registrations stand valid which are made at Wipro's official recruitment website. Any communication claimed to be made on Wipro's behalf by any third party are to be considered as misrepresentation and an attempt to solicit and divert the same should be ignored. Wipro does not hold any responsibility towards such unauthorized communication made or believed by any

Wipro does not charge any fee at any stage of the recruitment process and has not authorized agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail/advertisement from any partner who offer jobs at Wipro, please do let us know by contacting us at [helpdesk.recruitment@wipro.com](mailto:helpdesk.recruitment@wipro.com).



Placed

HRD/2T/1000686480/20-21

November 6, 2020

Ms. Manali Yallappa Patil  
H No 287/B,  
Motibag Galli, Mannur,  
Belgavi-591128  
India

Ph: +91-7411997448

Dear Manali,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2020.11.06 17:53:47 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

  
IQAC Co-ordinator  
GSS College, Belgavi

  
PRINCIPAL  
G.S. College, Belgavi

**ANNEXURE - I**  
(Compensation)

**COMPENSATION DETAILS**  
(All figures in INR per month)

NAME	Ms. Manali Yallappa Patil
ROLE	Operations Executive
ROLE DESIGNATION	Operations Executive - Trainee

**1. MONTHLY COMPONENTS**

BASIC SALARY	13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,580
<b>MONTHLY GROSS SALARY</b>	<b>16,162</b>

**2. ANNUAL COMPONENT**

BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	136
--	-----

**3. RETIRAL BENEFITS**

PROVIDENT FUND - 12% of Basic Salary	1,630
GRATUITY - 4.81% of Basic Salary*	653
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>18,581</b>
<b>TOTAL GROSS SALARY</b>	<b>18,581</b>

**OTHER BENEFITS**

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

\*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.

*IQAC Co-ordinator*  
**GSS College, Belagavi**

*Principal*  
**PRINCIPAL**  
**G.S.Sc. College, Belagavi**





09 Jul, 2020

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

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

Dear Nanda Nagappa Hattikatti,

**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 with WILP. This is a scholarship program customized as a robust academic and training program which will allow 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 for 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,

**Sunil Kalachar**  
**General Manager – Talent Acquisition**

Signature Not Verified

Digitally signed by SUNIL KALACHAR  
 Date: 2020.07.09 18:40:29 IST  
 Reason: Campus Offer Letter  
 Location: Bengaluru

PRINCIPAL  
**IQAC Co-ordinator, G.S. College, Belagavi**  
**GSS College, Belagavi**

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 : L3?102KA19?5PLC0?0800

Sensitivity: Internal & Restricted

9646652



Date:- 31-Jan-20

Subject: Expression of Interest - Campus

Dear Prajakta Sujata Bijapure,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice.

Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

We encourage you to provide your acceptance of this EOI at [campusplacements@concentrix.com](mailto:campusplacements@concentrix.com)

Concentrix Hiring Team

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
J.S.Sc. College, Belagavi



**Fwd: Wipro WILP Talent Hunt 2020 | Acceptance of Letter of Intent | Updates**

prajakta bijapure <bijapureprajakta@gmail.com>  
To: directorbca@gssbgm.edu.in

31 July 2021 at 19:39

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

From: <campus.connect1@wipro.com>  
Date: Wed, Mar 18, 2020, 10:14 AM  
Subject: Wipro WILP Talent Hunt 2020 | Acceptance of Letter of Intent | Updates  
To: <campus.connect1@wipro.com>

**Wipro WILP Talent Hunt 2020 | Acceptance of Letter of Intent | Updates**

Dear Candidate,

  
**IQAC Co-ordinator**  
**GSS College, Belagavi**

  
**PRINCIPAL**  
**G.S.Sc. College, Belagavi**

Hearty congratulations on your selection in Wipro Work Integrated Learning Program (WILP) Talent Hunt: 2020!

We are pleased to inform you that we have issued your Letter of Intent (LOI) online. To take your candidature forward with us, if you have not yet accepted the LOI please ACCEPT the same online at the earliest.

This is to further update you that post your onboarding into Wipro, you will get enrolled

into WLP which provides you a scholarship to pursue your higher education (M.Tech.) from one of the premier education institutes in India- sponsored by Wipro.

We are glad to inform you that on successful completion of your M.Tech course, you will be entitled for Wipro's employment offer, based on your performance and organization policy at Wipro's discretion your indicative compensation range will be between 5 lakhs INR to 7.5 Lakhs INR.

If you have already accepted the LOI, please upload your necessary documents for audit validation (details communicated on another mail) to process your enrollment letter and thereon your onboarding into Wipro.

Please log on to: <https://synergy.wipro.com/campus/td/> using your credentials and go to: Offer >> View Letter of Intent >> Accept/ Decline based on your interest to close the pending action. Additional details on the same have been shared with you over a separate email.

In case your account is locked, kindly click on 'Reset Password' and login again using the new password (auto-triggered within 2-3 hours to your registered email address) and close the pending action.

For any further queries, clarifications, please reach [manager.campus@wipro.com](mailto:manager.campus@wipro.com).

We will be in touch with you with more information soon.

Regards,

Global Campus Hiring Team,

Wipro Limited

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

Please do not reply to this e-mail. Replies to this email address are routed to an unmonitored mailbox.

Disclaimer:

The parameters and procedure of selection (including appointment) are at Wipro's discretion. Wipro is not liable to disclose any information at any stage of the selection process. Wipro also reserves the right to rescind any conditional offer if the provisionally selected candidate does not meet the specified conditions which are prerequisite to being awarded (Wipro also reserves the right to hold any provisionally awarded offer if he/she is proved to be involved in any illegal activity for instance misrepresentation, fraud, creation of illegal documents etc.

Wipro shall inform the candidates the results of the final round selection or non-selection through the personal email IDs or another mode of communication as provided by the respective candidates.

Wipro has not empowered any third party for conducting, commissioning, delegating, collecting fees or any other processes as envisaged under this program. Also, it is to be noted that Wipro does not charge any fee at any stage of this program. Likewise, only those registrations stand valid which are made at Wipro's official recruitment website. Any communication related to Wipro's behalf by any third party are to be considered as misrepresentation and an attempt to defraud and therefore, the same should be ignored. Wipro does not hold any responsibility towards such communication made or received by any.

Wipro does not charge any fee at any stage of the recruitment process and has not authorized agencies/vendors to collect any fee. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by [helpdesk.recruitment@wipro.com](mailto:helpdesk.recruitment@wipro.com).



HRD/1000686499/20-21

January 28, 2021

Ms. Shruti B Bastwad  
House No 63/5 8Th Cross,  
Bhagyanagar,  
Belgavi-590006  
India

Ph: +91-7204067142

Dear Shruti,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive**.

Here are the terms and conditions of our offer:

#### Joining

Your scheduled date of employment with us will be **08-Mar-2021**.

#### Location


Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."

#### Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

  
PRINCIPAL  
G.S.Sc. College, Belgavi  
IQAC Co-ordinator  
GSS College, Belgavi

**ANNEXURE - I**  
(Compensation)

**COMPENSATION DETAILS**  
(All figures in INR per month)

NAME	Ms. Shruai B Bastwad		
ROLE	Operations Executive		
ROLE DESIGNATION	Operations Executive - Trainee		
<b>1. MONTHLY COMPONENTS</b>			
BASIC SALARY			13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,580
<b>MONTHLY GROSS SALARY</b>			<b>16,162</b>

<b>2. ANNUAL COMPONENT</b>			
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			136

<b>3. RETIRAL BENEFITS</b>			
PROVIDENT FUND - 12% of Basic Salary			1,630
GRATUITY - 4.81% of Basic Salary*			653
<b>FIXED GROSS SALARY (1+2+3)</b>			<b>18,581</b>
<b>TOTAL GROSS SALARY</b>			<b>18,581</b>

<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				

  
**IQAC Co-ordinator**  
**G.S. College, Belagavi**

  
**PRINCIPAL**  
**G.S.Sc. College, Belagavi**



HRD/2T/1000687098/20-21

January 28, 2021

Ms. Swati Maruti Kurubar  
H No 1322, Datta Nagar,  
Peeranwadi,  
Belgavi-590014  
India

Ph: +91-9036916730

Dear Swati,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.


Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.01.28 16:36:01 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CTN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362

  
PRINCIPAL  
G.S.Sc. College, Belgavi

  
IQAC Co-ordinator  
GSS College, Belgavi

askus@infosys.com  
www.infosys.com

**ANNEXURE - I**  
(Compensation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Swati Maruti Kurubar
ROLE	Operations Executive
ROLE DESIGNATION	Operations Executive - Trainee

1. MONTHLY COMPONENTS	
BASIC SALARY	13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,580
<b>MONTHLY GROSS SALARY</b>	<b>16,162</b>

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	136

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,630
GRATUITY - 4.81% of Basic Salary*	653
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>18,581</b>
<b>TOTAL GROSS SALARY</b>	<b>18,581</b>

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

\*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.

*[Signature]*  
PRINCIPAL  
GSS College, Belagavi S.Sc. College, Belagavi

*[Signature]*  
IQAG Co-ordinator  
GSS College, Belagavi



Please read

**Infosys**<sup>®</sup>  
Navigate your next

HRD/2T/1000686612/20-21

November 6, 2020

Ms. Vartika Ashok Hajeri  
H No 6 Kalmeshwar Road  
M Vadgaon,  
Belgaum-590006  
India

Ph: +91-7829202004

Dear Vartika,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.


We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2020.11.06 17:53:53 IST  
Reason: Digitally Signed  
Location: Bangalore

  
PRINCIPAL  
G.S.Sc. College, Belagavi

  
IQAC Co-ordinator  
GSS College, Belagavi

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
lakus@infosys.com  
www.infosys.com

**ANNEXURE - I**  
(Compensation)

**COMPENSATION DETAILS**  
(All figures in INR per month)

NAME	Ms. Vartika Ashok Hajeri
ROLE	Operations Executive
ROLE DESIGNATION	Operations Executive - Trainee

<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,580
<b>MONTHLY GROSS SALARY</b>	<b>16,162</b>

<b>2. ANNUAL COMPONENT</b>	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	136

<b>3. RETIRAL BENEFITS</b>	
PROVIDENT FUND - 12% of Basic Salary	1,630
GRATUITY - 4.81% of Basic Salary*	653
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>18,581</b>
<b>TOTAL GROSS SALARY</b>	<b>18,581</b>

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

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Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.

*[Signature]*  
PRINCIPAL  
GSS College, Belagavi S.Sc. College, Belagavi

*[Signature]*  
IQAC Co-ordinator  
GSS College, Belagavi



November 6, 2020

HRD/2T/1000686508/20-21

Ms. Veena Veerappa Karaveeranavar

A/P : Madanabhavi

Bailhongal-591121

India

Ph: +91-7022167530

Dear Veena,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**

**EVP and Head Human Resources - Infosys Limited**

  
**IQAC Co-ordinator G.S.Sc. College, Belagavi**  
**GSS College, Belagavi**



**PRINCIPAL**  
**G.S.Sc. College, Belagavi**

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

**ANNEXURE - I**  
(Compensation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Veena Veerappa Karaveeranavar			
ROLE	Operations Executive			
ROLE DESIGNATION	Operations Executive - Trainee			
<b>1. MONTHLY COMPONENTS</b>				
BASIC SALARY				13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,580
<b>MONTHLY GROSS SALARY</b>				<b>16,162</b>
<b>2. ANNUAL COMPONENT</b>				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				136
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of Basic Salary				1,630
GRATUITY - 4.81% of Basic Salary*				653
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>18,581</b>
<b>TOTAL GROSS SALARY</b>				<b>18,581</b>
<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				

  
**IQAC Co-ordinator**  
**GSS College, Belagavi**

  
**PRINCIPAL**  
**G.S.Sc. College, Belagavi**



HRD/2T/1000686462/20-21

November 6, 2020

Mr. Atmaram Vinayak Karambalkar

A/P : Hebbal

Tq : Khanapur,

Belgavi-591120

India

Ph: +91-7026957072

Dear Atmaram,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO****EVP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2020.11.06 17:53:46 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED

CIN: L85110KA1981PLC013115

44, Infosys Avenue

Electronics City, Hosur Road

Bangalore 560 100, India

T 91 80 2852 0261

F 91 80 2852 0362

askus@infosys.com

www.infosys.com

PRINCIPAL

G.S.Sc. College, Belgavi

IQAG Co-ordinator  
GSS College, Belgavi

HRD/1000686462/20-21

November 6, 2020

Mr. Atmaram Vinayak Karambalkar  
A/P : Hebbal  
Tq : Khanapur,  
Belgavi-591120  
India

Ph: +91-7026957072

Dear Atmaram,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive**.

Here are the terms and conditions of our offer:

### Joining

Your scheduled date of employment with us will be **17-Nov-2020**.

### Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

### Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

  
PRINCIPAL  
IQAC Co-ordinator, S.S.C. College, Belgavi  
GSS College, Belgavi



**ANNEXURE - I**  
(Compensation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Atmaram Vinayak Karamoalkar			
ROLE	Operations Executive			
ROLE DESIGNATION	Operations Executive - Trainee			
<b>1. MONTHLY COMPONENTS</b>				
BASIC SALARY				13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,580
<b>MONTHLY GROSS SALARY</b>				<b>16,162</b>
<b>ANNUAL COMPONENT</b>				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				136
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of Basic Salary				1,630
GRATUITY - 4.81% of Basic Salary*				653
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>18,581</b>
<b>TOTAL GROSS SALARY</b>				<b>18,581</b>
<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				

  
PRINCIPAL  
G.S.Sc. College, Belagavi

  
IQAC Co-ordinator  
GSS College, Belagavi

Protect

HRD/2T/1000686471/20-21

January 28, 2021

Mr. Kevin Jeron Lobo  
 H No 44/1, Kalmeshwar Galli,  
 Belgundi,  
 Belgavi-591108  
 India

Ph: +91-7996700458

Dear Kevin,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,


**RICHARD LOBO**  
**EVP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo  
 Date: 2021.01.28 16:35:31 IST  
 Reason: Digitally Signed  
 Location: Bangalore

INFOSYS LIMITED  
 CIN: L85110KA1981PLC013115  
 44, Infosys Avenue  
 Electronics City, Hosur Road  
 Bangalore 560 100, India  
 T 91 80 2852 0261  
 F 91 80 2852 0362  
 askus@infosys.com

  
**PRINCIPAL**  
**G.S.Sc, College, Belagavi**

  
**IQAC Co-ordinator**  
**GSS College, Belagavi**



**ANNEXURE - I**  
(Compensation)

**COMPENSATION DETAILS**  
(All figures in INR per month)

NAME	Mr. Kevin Jeron Lobo
ROLE	Operations Executive
ROLE DESIGNATION	Operations Executive - Trainee
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,580
<b>MONTHLY GROSS SALARY</b>	<b>16,162</b>

<b>2. ANNUAL COMPONENT</b>	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	136



<b>3. RETIRAL BENEFITS</b>	
PROVIDENT FUND - 12% of Basic Salary	1,630
GRATUITY - 4.81% of Basic Salary*	653
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>28,581</b>
<b>TOTAL GROSS SALARY</b>	<b>18,581</b>

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

\*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.

  
  
**PRINCIPAL**  
**G.S.Sc. College, Belagavi**  
**GSS College, Belagavi**

HRD/2T/1000687114/20-21

January 28, 2021

Ms. Swati Mallikarjun Mungarwadi  
 H No 360 Basavan Pete A/P :Deshnur,  
 Bailhongal,  
 Deshnur-591147  
 India

Ph: +91-9606525398

Dear Swati,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,


**RICHARD LOBO**  
 EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo  
 Date: 2021.01.28 16:36:03 IST  
 Reason: Digitally Signed  
 Location: Bangalore

INFOSYS LIMITED  
 CIN: L85110KA1981PLC013115  
 44, Infosys Avenue  
 Electronics City, Hosur Road  
 Bangalore 560 100, India  
 T 91 80 2852 0261  
 F 91 80 2852 0362  
 askus@infosys.com  
 www.infosys.com

  
 PRINCIPAL  
 G.S.Sc. College, Belagavi

  
 IQAC Co-ordinator  
 GSS College, Belagavi



**ANNEXURE - I**  
(Compensation)

**COMPENSATION DETAILS**  
(All figures in INR per month)

NAME	Ms. Swati Mallikarjun Mungarwadi		
ROLE	Operations Executive		
ROLE DESIGNATION	Operations Executive - Trainee		
<b>1. MONTHLY COMPONENTS</b>			
BASIC SALARY			13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,580
<b>MONTHLY GROSS SALARY</b>			<b>16,162</b>

<b>2. ANNUAL COMPONENT</b>			
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			136

<b>3. RETIRAL BENEFITS</b>			
PROVIDENT FUND - 12% of Basic Salary			1,630
GRATUITY - 4.81% of Basic Salary*			653
<b>FIXED GROSS SALARY (1+2+3)</b>			<b>18,581</b>
<b>TOTAL GROSS SALARY</b>			<b>18,581</b>

**OTHER BENEFITS**

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

\*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.

IQAC Co-ordinator  
GSS College, Belagavi

PRINCIPAL  
G.S.Sc. College, Belagavi



Date:- 31-Jan-20

**Subject: Expression of Interest - Campus**

**Dear Mounesh Mahesh Pattar,**

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice.

Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

We encourage you to provide your acceptance of this EOI at [campusplacements@concentrix.com](mailto:campusplacements@concentrix.com)

Concentrix Hiring Team

  
PRINCIPAL  
G.S.Sc, College, Belagavi

  
IQAC Co-ordinator  
GSS College, Belagavi





Date:- 02-Dec-19

**Subject: Expression of Interest - Campus**

Dear Neha Balkrishna Suryavanshi,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice.

Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

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Concentrix Hiring Team

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi



10 Jul, 2020

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

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

Dear Sushma Yallappa Patil

**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 with WILP. This is a scholarship program customized as a robust academic and training program which will allow 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 for 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,

**Sunil Kalachar**  
General Manager – Talent Acquisition

Signature Not Verified

Digitally signed by SUNIL KALACHAR  
Date: 2020.07.10 22:40:26 IST  
Reason: Campus Offer Letter  
Location: Bengaluru

**PRINCIPAL**  
**GSS College, Belagavi**  
**IQAC Co-ordinator**

Registered Office:

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

Sensitivity: Internal & Restricted

9639447





Date:- 02-Dec-19

Subject: Expression of Interest - Campus

Dear Vrushali Gadkar,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice.

Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

We encourage you to provide your acceptance of this EOI at [campusplacements@concentrix.com](mailto:campusplacements@concentrix.com)

Concentrix Hiring Team

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.S. College, Belagavi



Date:- 03-Apr-20

**Subject: Expression of Interest - Campus**

Dear Shilpa Babu Majagavi,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.

2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice.

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We encourage you to provide your acceptance of this EOI at [campusplacements@concentrix.com](mailto:campusplacements@concentrix.com)

Concentrix Hiring Team

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi



enroll



07 Jul, 2020

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

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

Dear Shubham Ashok Suguni,

**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 with WILP. This is a scholarship program customized as a robust academic and training program which will allow 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 for 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,

**Sunil Kalachar**  
General Manager – Talent Acquisition

**PRINCIPAL**  
**G.S.Sc. College, Belagavi**  
**IQAC Co-ordinator**  
**GSS College, Belagavi**

Signature Not Verified  
Digitally signed by SUNIL KALACHAR  
Date: 2020.07.07 20:56:55 IST  
Reason: Campus Offer Letter  
Location: Bengaluru

Registered Office:  
Wipro Limited  
Doddakannelli  
Sarjapur Road  
Bengaluru 560 035  
India  
T : +91 (80) 2844 0311  
F : +91 (80) 2844 0054  
E : info@wipro.com  
W : wipro.com  
C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted

HRD/2T/1000687408/20-21

January 28, 2021

Mr. Mallikarjun Rajiv Honnakkanavar  
178,  
Attihal Taluk,  
Hukkeri-591254  
India

Ph: +91-7022609269

Dear Mallikarjun,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
**EVP and Head Human Resources - Infosys Limited**

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com



HRD/1000687408/20-21

January 28, 2021

Mr. Mallikarjun Rajiv Honnakkanavar  
178,  
Attihal Taluk,  
Hukkeri-591254  
India

Ph: +91-7022609269

Dear Mallikarjun,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive** .

Here are the terms and conditions of our offer:

### **Joining**

Your scheduled date of employment with us will be **08-Mar-2021**.

### **Location**

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

### **Training**

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

## **Probation and Confirmation**

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

## **Leave**

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

## **Increments and Promotions**

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

## **Transfer**

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

## **Agreement**

Our offer to you as **Operations Executive** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.



You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condemnation of delay in submission of the same will be at the Company's discretion.

### **Passport and Driving License**

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining duty. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

### **Compensation and Benefits**

#### **Salary**

Your Total Gross Salary will be INR **18,581** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I.

In addition to your gross salary, you will receive an additional Personal Allowance of **INR 461** per month. This allowance will be paid to you during your probation period, on the condition that your base location remains Bangalore/Mysore/Mangalore/Hubli. This allowance will be discontinued in case of a change in your base location due to official or personal reasons or upon confirmation (whichever is earlier).

#### **Ex - Gratia / Bonus**

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2020-21 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

#### **Insurance**

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 6,200,000** of which **INR 3,200,000** is covered towards natural death, and **INR 3,000,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 200**. The details of the Scheme would be available to you when you join the Company.

### **Notice Period**

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

### **Background Checks**

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.



## Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as an **Operations Executive** is conditional upon your having fully completed your graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of an Operations Executive, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Your employment will be governed by the rules, regulations and policies of the Company. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party. As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

**RICHARD LOBO**  
**EVP and Head Human Resources - Infosys Limited**

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

Date: \_\_\_\_\_, 20\_\_\_\_\_

\_\_\_\_\_  
Sign your name

\_\_\_\_\_  
Print your full Name

\_\_\_\_\_  
Location

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com



**ANNEXURE - I**  
(Compensation)

<b>COMPENSATION DETAILS</b> (All figures in INR per month)	
NAME	<b>Mr. Mallikarjun Rajiv Honnakkanavar</b>
ROLE	<b>Operations Executive</b>
ROLE DESIGNATION	<b>Operations Executive - Trainee</b>
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,580
<b>MONTHLY GROSS SALARY</b>	<b>16,162</b>

<b>2. ANNUAL COMPONENT</b>	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	136

<b>3. RETIRAL BENEFITS</b>	
PROVIDENT FUND - 12% of Basic Salary	1,630
GRATUITY - 4.81% of Basic Salary*	653
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>18,581</b>
<b>TOTAL GROSS SALARY</b>	<b>18,581</b>

<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

\*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.

September 12, 2019

Ms. Radha Kundargi  
Chandanahosur Village,  
Tarihal Post,  
Belagavi(Dt) – 590020

Dear Ms. Radha Kundargi,

**SUB: OFFER LETTER**

Based on your application and subsequent discussions you had with us, we are pleased to offer you the position of **Scientific Analyst-Trainee** in our Organization.

Your key result areas will be assigned to you at the time of joining and from time to time thereafter.

The key terms and conditions of the offer are detailed as below.

**1. REMUNERATION**

You shall be paid on annual compensation of **INR 255048/-** (Rupees Two Lakhs Fifty Five Thousand Forty Eight Only) on a cost to the company basis inclusive of company PF contribution, and other Benefits. If any of the tax-free allowances are not supported by proper documents from your side, the same shall be considered as part of your taxable salary and taxed as per prevailing regulations and tax rates. From the payment due to you, income and professional taxes payable by you, your statutory contributions including PF, loss of pay for unauthorized absence, excess leave and any other deductions applicable to you would be deducted accordingly.

Your compensation has been determined based on numerous factors including the job assignment, skills, background, professional merits, etc. You are requested to adhere to the Company's policy of maintaining the remuneration details as highly confidential and ensure that no information pertaining to compensation is shared with anyone whether it is within or outside the Company.

**2. LOCATION**

You will be based in Bangalore, India. The job is transferable and Company reserves right to post you anywhere in India or abroad depending on the business needs. In addition, the Company reserves the right to depute you or transfer your services to any of its parent company, subsidiary, group company, strategic partner/customer, etc. ("Associates") on similar terms and conditions.



Radhe

MOLECULAR CONNECTIONS PRIVATE LIMITED,  
Brigade Seshamahal, No. 5, Vani Vilas Road, Basavanagudi, Bengaluru - 560 004, INDIA.  
Ph: +91 80 4093 9957, +91 80 4090 7929,  
info@molecularconnections.com, www.molecularconnections.com



August 01, 2019

Mr. Sagar S Bhiste  
Soundatti A/P,  
Raibag Taluk,  
Belgaum(Dt) - 591213

Dear Mr. Sagar S Bhiste,

**SUB: OFFER LETTER**

Based on your application and subsequent discussions you had with us, we are pleased to offer you the position of **Scientific Analyst-Trainee** in our Organization.

Your key result areas will be assigned to you at the time of joining and from time to time thereafter.

The key terms and conditions of the offer are detailed as below.

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**2. LOCATION**

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August 05, 2019

Mr. Akshay Monappa Chougule  
Sambhaji galli(Navi Galli),  
Basavan Kudachi,  
Belagavi(Dt) – 591124

Dear Mr. Akshay Monappa Chougule,

**SUB: OFFER LETTER**

Based on your application and subsequent discussions you had with us, we are pleased to offer you the position of Scientific Analyst-Trainee in our Organization.

Your key result areas will be assigned to you at the time of joining and from time to time thereafter.

The key terms and conditions of the offer are detailed as below.

**1. REMUNERATION**

You shall be paid on annual compensation of **INR 255048/-** (Rupees Two Lakhs Fifty Five Thousand Forty Eight Only) on a cost to the company basis inclusive of company PF contribution, and other Benefits. If any of the tax-free allowances are not supported by proper documents from your side, the same shall be considered as part of your taxable salary and taxed as per prevailing regulations and tax rates. From the payment due to you, income and professional taxes payable by you, your statutory contributions including PF, loss of pay for unauthorized absence, excess leave and any other deductions applicable to you would be deducted accordingly.

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Brigade Seshamahal, No. 5, Vani Vilas Road, Basavanagudi, Bengaluru - 560 004, INDIA.  
Ph: +91 80 4093 9957, +91 80 4090 7929,  
info@molecularconnections.com, www.molecularconnections.com



August 05, 2019

Mr. Abhishek Kosti  
Siddeshwar Colony,  
Kagwad,  
Belagavi(Dt) – 591223

Dear Mr. Abhishek Kosti,

SUB: OFFER LETTER

Based on your application and subsequent discussions you had with us, we are pleased to offer you the position of **Scientific Analyst-Trainee** in our Organization.

Your key result areas will be assigned to you at the time of joining and from time to time thereafter.

The key terms and conditions of the offer are detailed as below.

1. REMUNERATION

You shall be paid on annual compensation of **INR 255048/-** (Rupees Two Lakhs Fifty Five Thousand Forty Eight Only) on a cost to the company basis inclusive of company PF contribution, and other Benefits. If any of the tax-free allowances are not supported by proper documents from your side, the same shall be considered as part of your taxable salary and taxed as per prevailing regulations and tax rates. From the payment due to you, income and professional taxes payable by you, your statutory contributions including PF, loss of pay for unauthorized absence, excess leave and any other deductions applicable to you would be deducted accordingly.

Your compensation has been determined based on numerous factors including the job assignment, skills, background, professional merits, etc. You are requested to adhere to the Company's policy of maintaining the remuneration details as highly confidential and ensure that no information pertaining to compensation is shared with anyone whether it is within or outside the Company.

2. LOCATION

You will be based in Bangalore, India. The job is transferable and Company reserves right to post you anywhere in India or abroad depending on the business needs. In addition, the Company reserves the right to depute you or transfer your services to any of its parent company, subsidiary, group company, strategic partner/customer, etc. ("Associates") on similar terms and conditions.



August 05, 2019

Mr. Karunanidhi Arjun Mirji  
Hirepadasalgi A/P,  
Jamakhandi Taluk,  
Bagalkot(Dt) – 587301

Dear Mr. Kārūnanidhi Arjun Mirji,

**SUB: OFFER LETTER**

Based on your application and subsequent discussions you had with us, we are pleased to offer you the position of **Scientific Analyst-Trainee** in our Organization.

Your key result areas will be assigned to you at the time of joining and from time to time thereafter.

The key terms and conditions of the offer are detailed as below.

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You will be based in Bangalore, India. The job is transferable and Company reserves right to post you anywhere in India or abroad depending on the business needs. In addition, the Company reserves the right to depute you or transfer your services to any of its parent company, subsidiary, group company, strategic partner/customer, etc. ("Associates") on similar terms and conditions.



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Brigade Seshamahal, No. 5, Vani Vilas Road, Basavanagudi, Bengaluru - 560 004, INDIA.  
Ph: +91 80 4093 9957, +91 80 4090 7929,  
info@molecularconnections.com, www.molecularconnections.com



30<sup>th</sup> December, 2019

Mr. Maruti Manohar Shahapurkar  
166, Patil Galli, Hangarge,  
Mandoli, Belgaum,  
Karnataka - 590008.

Dear Mr. Maruti,

**SUB: OFFER LETTER**

Based on your application and subsequent discussions you had with us, we are pleased to offer you the position of **Scientific Analyst - Trainee** in our Organization.

Your key result areas will be assigned to you at the time of joining and from time to time thereafter.

The key terms and conditions of the offer are detailed as below.

**1. REMUNERATION**

You shall be paid on annual compensation of **INR 2,42,652/-** (Rupees Two Lakhs Forty-Two Thousand Six Hundred and Fifty-Two only) on a cost to the company basis inclusive of company PF contribution, and other Benefits. If any of the tax-free allowances are not supported by proper documents from your side, the same shall be considered as part of your taxable salary and taxed as per prevailing regulations and tax rates. From the payment due to you, income and professional taxes payable by you, your statutory contributions including PF, loss of pay for unauthorized absence, excess leave and any other deductions applicable to you would be deducted accordingly.

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info@molecularconnections.com, www.molecularconnections.com

August 05, 2019

Mr. Pratik Sudesh Chougule  
#2098,  
Kore galli Shahapur,  
Opp to Vijay Bakery,  
Belagavi(Dt) – 590003

Dear Mr. Pratik Sudesh Chougule,

**SUB: OFFER LETTER**

Based on your application and subsequent discussions you had with us, we are pleased to offer you the position of **Scientific Analyst-Trainee** in our Organization.

Your key result areas will be assigned to you at the time of joining and from time to time thereafter.

The key terms and conditions of the offer are detailed as below.

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info@molecularconnections.com, www.molecularconnections.com



September 12, 2019

Ms. Reshma Pundalik Gojekar  
House No 50,  
Laxmi Galli, Hangarga,  
Mandoli Post,  
Belagavi(Dt) - 590008

Dear Ms. Reshma Pundalik Gojekar,

**SUB: OFFER LETTER**

Based on your application and subsequent discussions you had with us, we are pleased to offer you the position of **Scientific Analyst-Trainee** in our Organization.

Your key result areas will be assigned to you at the time of joining and from time to time thereafter.

The key terms and conditions of the offer are detailed as below.



**1. REMUNERATION**

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HRD/2T/12993133/19-20

Mr. Praveen Ravi Bhende  
Candidate ID: 12993133  
Hno-989  
A/P ; Bhiradi,TQ ; Raibag, Dist: Belagavi  
Raibag - 591217  
Karnataka  
India  
Ph: (91) 97398 44346

September 12, 2019

Dear Praveen,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources – Infosys Limited

**INFOSYS LIMITED**  
CIN: LB5110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

Digitally signed by RICHARD LOBO  
Date: 2019.09.12 15:50:33 +05:30  
Reason: Offer Letter  
Location: Bangalore

  
IDAS - Coordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi



HRD/2T/12993133/19-20

Mr. Praveen Ravi Bhende  
Candidate ID: 12993133  
Hno-989  
A/P ; Bhiradi,TQ ; Raibag, Dist: Belagavi  
Raibag - 591217  
Karnataka  
India  
Ph: (91) 97398 44346

September 12, 2019

Dear Praveen,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive** in the **IT Operations** Career Stream.

Here are the terms and conditions of our offer:

**Joining date**

Your scheduled date of employment with us will be **November 4, 2019**.

**Location**

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

**Training Period**

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0281  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

  
IQC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

### **Probation and confirmation**

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure – III.

### **Leave**

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year. An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

### **Increments and Promotions**

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

### **Transfer**

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

### **Agreement**

Our offer to you as **Operations Executive** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condemnation of delay in submission of the same will be at the Company's discretion.

### **Passport & Driving License**

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining duty. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.



## Compensation and Benefits

### Salary

Your Total Gross Salary will be **INR 18,581** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I.

### Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary) as mentioned in the Compensation Details sheet at Annexure – I of this letter. The mode of payment for Financial Year 2019-20 will be as follows:

**95%** of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

### Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 6,200,000** of which **INR 3,200,000** is covered towards natural death, and **INR 3,000,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 200**. The details of the Scheme would be available to you when you join the Company.

### Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

### Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

#### **Other terms and conditions**

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as an **Operations Executive** is conditional upon your having fully completed your graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2018-2019. These eligibility criteria for the Role of an Operations Executive, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure II).



This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Your employment will be governed by the rules, regulations and policies of the Company.

The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

**RICHARD LOBO**  
**EVP and Head Human Resources – Infosys Limited**

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

Date: \_\_\_\_\_, 20\_\_\_\_

\_\_\_\_\_  
Sign your name

\_\_\_\_\_ Location

Enclosures: Annexure - I (Compensation)

**ANNEXURE -I**  
**(Compensation)**

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Praveen Ravi Bhende
ROLE	Operations Executive
ROLE DESIGNATION	Operations Executive - Trainee
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,580
<b>MONTHLY GROSS SALARY</b>	<b>16,162</b>

<b>2. ANNUAL COMPONENT</b>	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	136

<b>3. RETIRAL BENEFITS</b>	
PROVIDENT FUND - 12% of Basic Salary	1,630
GRATUITY - 4.81% of Basic Salary*	653
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>18,581</b>
<b>TOTAL GROSS SALARY</b>	<b>18,581</b>

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	30,000 (With Security)	7%	24	Nil
	20,000 (Without Security)			
SALARY LOAN (Subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

\* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is Applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.



  
IOAC Co-ordinator





HRD/2T/12993132/19-20

Mr. Prashant Prakash Jadhav  
Candidate ID: 12993132  
Ksrp Road Durga Nagar  
ksrp road durga nagar khanapur  
Khanapur - 591302  
Karnataka  
India  
Ph: (91) 81399 83927

September 12, 2019

Dear Prashant,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

Digitally signed by RICHARD LOBO  
Date: 2019.09.12 15:50:31 +05:30  
Reason: Offer Letter  
Location: Bangalore

HRD/2T/12993132/19-20

Mr. Prashant Prakash Jadhav  
Candidate ID: 12993132  
Ksrp Road Durga Nagar  
ksrp road durga nagar khanapur  
Khanapur - 591302  
Karnataka  
India  
Ph: (91) 81399 83927

September 12, 2019

Dear Prashant,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive** in the **IT Operations Career Stream**.

Here are the terms and conditions of our offer:

**Joining date**

Your scheduled date of employment with us will be **November 4, 2019**.

**Location**

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

**Training Period**

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training

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IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi



### **Probation and confirmation**

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure – III.

### **Leave**

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year. An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

### **Increments and Promotions**

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

### **Transfer**

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

### **Agreement**

Our offer to you as **Operations Executive** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condemnation of delay in submission of the same will be at the Company's discretion.

### **Passport & Driving License**

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining duty. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

## Compensation and Benefits

### Salary

Your Total Gross Salary will be **INR 18,581** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I.

### Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary) as mentioned in the Compensation Details sheet at Annexure – I of this letter. The mode of payment for Financial Year 2019-20 will be as follows:

**95%** of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

### Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 6,200,000** of which **INR 3,200,000** is covered towards natural death, and **INR 3,000,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 200**. The details of the Scheme would be available to you when you join the Company.

### Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice

### Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".



If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

#### **Other terms and conditions**

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as an **Operations Executive** is conditional upon your having fully completed your graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2018-2019. These eligibility criteria for the Role of an Operations Executive, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure II).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Your employment will be governed by the rules, regulations and policies of the Company.

The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

**RICHARD LOBO**  
EVP and Head Human Resources – Infosys Limited

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

Date: \_\_\_\_\_, 20\_\_\_\_

\_\_\_\_\_  
Sign your name

\_\_\_\_\_  
Print your name

\_\_\_\_\_  
Location

Enclosures: Annexure - I (Compensation)



**ANNEXURE -I  
(Compensation)**

COMPENSATION DETAILS (All figures in INR. per month)				
NAME	Mr. Prashant Prakash Jadhav			
ROLE	Operations Executive			
ROLE DESIGNATION	Operations Executive - Trainee			
<b>1. MONTHLY COMPONENTS</b>				
BASIC SALARY				13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,580
<b>MONTHLY GROSS SALARY</b>				<b>16,162</b>
<b>2. ANNUAL COMPONENT</b>				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				136
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of Basic Salary				1,630
GRATUITY - 4.81% of Basic Salary*				653
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>18,581</b>
<b>TOTAL GROSS SALARY</b>				<b>18,581</b>
<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	30,000 (With Security)	7%	24	Nil
	20,000 (Without Security)			
SALARY LOAN (Subject to submission of Trainee Agreement)	12,000	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is Applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				



  
**PRINCIPAL**



HRD/2T/12993131/19-20

Ms. Pragathi Ravasaheb Jarali  
Candidate ID: 12993131  
1673  
Laxminagar  
Khanapur - 591302  
Karnataka  
India  
Ph: (91) 76194 39422

September 12, 2019

Dear Pragathi,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources – Infosys Limited

**INFOSYS LIMITED**  
CIN: L85110KA1981PLC013115  
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Electronics City, Hosur Road  
Bangalore 560 100, India  
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askus@infosys.com  
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Digitally signed by RICHARD LOBO  
Date: 2019.09.12 15:50:29 +05:30  
Reason: Offer Letter  
Location: Bangalore



HRD/2T/12993131/19-20

Ms. Pragathi Ravasaheb Jarali  
Candidate ID: 12993131  
1673  
Laxminagar  
Khanapur - 591302  
Karnataka  
India  
Ph: (91) 76194 39422

September 12, 2019

Dear Pragathi,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive** in the **IT Operations** Career Stream.

Here are the terms and conditions of our offer:

**Joining date**

Your scheduled date of employment with us will be **November 4, 2019**.

**Location**

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

**Training Period**

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training

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PRINCIPAL  
G.S.Sc. College, Balagavi

### **Probation and confirmation**

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure – III.

### **Leave**

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year. An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

### **Increments and Promotions**

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

### **Transfer**

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

### **Agreement**

Our offer to you as **Operations Executive** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

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### **Passport & Driving License**

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining duty. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.



## Compensation and Benefits

### Salary

Your Total Gross Salary will be **INR 18,581** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I.

### Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary) as mentioned in the Compensation Details sheet at Annexure – I of this letter. The mode of payment for Financial Year 2019-20 will be as follows:

**95%** of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

### Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 6,200,000** of which **INR 3,200,000** is covered towards natural death, and **INR 3,000,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 200**. The details of the Scheme would be available to you when you join the Company.

### Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice

### Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

#### **Other terms and conditions**

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as an **Operations Executive** is conditional upon your having fully completed your graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2018-2019. These eligibility criteria for the Role of an Operations Executive, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure II).



This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Your employment will be governed by the rules, regulations and policies of the Company.

The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

**RICHARD LOBO**  
EVP and Head Human Resources – Infosys Limited

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

Date: \_\_\_\_\_, 20\_\_\_\_

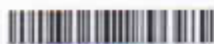
\_\_\_\_\_  
Sign your name

\_\_\_\_\_ Location  
Print your name

Enclosures: Annexure - I (Compensation)

**ANNEXURE -I**  
**(Compensation)**

COMPENSATION DETAILS (All figures in INR. per month)				
NAME	Ms. Pragathi Ravasaheb Jarali			
ROLE	Operations Executive			
ROLE DESIGNATION	Operations Executive - Trainee			
<b>1. MONTHLY COMPONENTS</b>				
BASIC SALARY				13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,580
<b>MONTHLY GROSS SALARY</b>				<b>16,162</b>
<b>2. ANNUAL COMPONENT</b>				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				136
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of Basic Salary				1,630
GRATUITY - 4.81% of Basic Salary*				653
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>18,581</b>
<b>TOTAL GROSS SALARY</b>				<b>18,581</b>
<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	30,000 (With Security)	7%	24	Nil
	20,000 (Without Security)			
SALARY LOAN ( Subject to submission of Trainee Agreement)	12,000	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is Applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				







HRD/2T/12759134/19-20

Mr. Ajaykumar Govind Gavade  
Candidate ID: 12759134  
#52  
at/post : Anmod, Joida, Uttar kannada  
Karwar - 581453  
Karnataka  
India  
Ph: (91) 70263 12254

September 12, 2019

Dear Ajaykumar,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources – Infosys Limited

**INFOSYS LIMITED**  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

Digitally signed by RICHARD LOBO  
Date: 2019.09.12 15:23:26 +05:30  
Reason: Offer Letter  
Location: Bangalore

  
IQA Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

HRD/2T/12759134/19-20

Mr. Ajaykumar Govind Gavade  
Candidate ID: 12759134  
#52  
at/post : Anmod, Joida, Uttar kannada  
Karwar - 581453  
Karnataka  
India  
Ph: (91) 70263 12254

September 12, 2019

Dear Ajaykumar,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive** in the **IT Operations Career Stream**.

Here are the terms and conditions of our offer:

#### Joining date

Your scheduled date of employment with us will be **November 4, 2019**.

#### Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

#### Training Period

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com



### **Probation and confirmation**

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure – III.

### **Leave**

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year. An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

### **Increments and Promotions**

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

### **Transfer**

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

### **Agreement**

Our offer to you as **Operations Executive** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condemnation of delay in submission of the same will be at the Company's discretion.

### **Passport & Driving License**

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining duty. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G. S. S. College, Belagavi

## Compensation and Benefits

### Salary

Your Total Gross Salary will be INR 18,581 per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I.

### Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary) as mentioned in the Compensation Details sheet at Annexure – I of this letter. The mode of payment for Financial Year 2019-20 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

### Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of INR 4,00,000 per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of INR 6,200,000 of which INR 3,200,000 is covered towards natural death, and INR 3,000,000 towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of INR 250 and fixed monthly contribution of INR 200. The details of the Scheme would be available to you when you join the Company.

### Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

### Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".



If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

#### **Other terms and conditions**

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as an **Operations Executive** is conditional upon your having fully completed your graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2018-2019. These eligibility criteria for the Role of an Operations Executive, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure II).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Your employment will be governed by the rules, regulations and policies of the Company.

The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

**RICHARD LOBO**  
EVP and Head Human Resources – Infosys Limited

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

Date: \_\_\_\_\_, 20\_\_\_\_

\_\_\_\_\_  
Sign your name

\_\_\_\_\_  
Print your name Location

Enclosures: Annexure - I (Compensation)



**ANNEXURE -I  
(Compensation)**

COMPENSATION DETAILS (All figures in INR, per month)				
NAME	Mr. Ajaykumar Govind Gavade			
ROLE	Operations Executive			
ROLE DESIGNATION	Operations Executive - Trainee			
<b>1. MONTHLY COMPONENTS</b>				
BASIC SALARY				13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,580
<b>MONTHLY GROSS SALARY</b>				<b>16,162</b>
<b>2. ANNUAL COMPONENT</b>				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				136
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of Basic Salary				1,630
GRATUITY - 4.81% of Basic Salary*				653
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>18,581</b>
<b>TOTAL GROSS SALARY</b>				<b>18,581</b>
<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	30,000 (With Security)	7%	24	Nil
	20,000 (Without Security)			
SALARY LOAN ( Subject to submission of Trainee Agreement)	12,000	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is Applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				



*[Signature]*  
Coordinator

*[Signature]*  
Principal

**GOVINDRMA SEKSARIA SCIENCE COLLEGE, BELAGAVI.**

**List of students placed to company after completion of PG Programme (M.Sc. Botany)**

Sl. No.	Name	Name of the Company Placed	Designation	Payscale
1	Mr. Sourabh. A. Palekar	Jain Pre-university College	Lecturer	-
2	Miss. Falguni Nitturkar	Karnatak Lingayat Education Society, Belagavi.	Lecturer	15100 per month
3	Miss. Gangambika Biradar	Excellent P.U. Science college, Belagavi.	Lecturer	30000 per month
4	Achal Arun Magadum	Chikotra Khore Shikshan Prasarak Mandal, Kolhapur	Lecturer	7500 per month



IGAC Co-ordinator  
GSS College, Belagavi



PRINCIPAL  
G.S.Sc. College, Belagavi





# Karnatak Lingayat Education Society, BELAGAVI.

☎ 0831-2404060 (4 Lines)  
0831-2404555  
Fax: 0831-2404080

Web: <http://www.klesociety.org>  
E-Mail: [info@klesociety.org](mailto:info@klesociety.org)

Office of the Board of Management,  
K.L.E. Society, Belagavi-590001  
(Karnataka State)

Ref No: EST/27/1962

Date: 17/07/2019

## APPOINTMENT ORDER

Ms. Falguni Niturkar M.Sc. had applied for the post of Lecturer in Biology at KLE Society's Independent Pre-University College, Jakkurhonda, Belagavi. He/she has been appointed for the said post. His/her service is subject to the following terms and conditions:

### Appointment

1. The service of the said employee shall be governed by the "KLE Society's Terms and Conditions of Service" as amended from time to time.
2. The employee shall be appointed on probation for a period of 01 year. Provided that the appointing authority may reduce/extend the period of probation at their discretion.
3. At the end of the probation period, the Appointing Authority shall issue an order declaring confirmation of service.
4. He/She has to submit the attested copies of his/her documents (such as educational qualification certificates & birth certificate) to the Institution. The originals shall be verified and returned and the attested copies shall be maintained in safe custody.
5. In case of false information he/she shall be liable for due legal action.

### Remuneration & Increments

1. He/She shall be paid a consolidated salary of Rs.15,100/- per month.
2. He/She shall deposit an amount equivalent to one month salary with the Institution. The said deposit shall not carry any interest. The said deposit shall be refunded to him/her after retirement, termination or resignation (whichever is earlier).
3. In case he/she has done any misappropriation of funds, the deposit amount shall be forfeited.
4. The employee shall be entitled to increment and promotions at the discretion of the management depending upon his/her performance.

### Transfers & Retirement

1. The employee is liable to be transferred/deputed from one institute/unit/department/section, branch etc of KLE Society to another and also to its sister institutions at the discretion of the Management.
2. The employee shall retire from service on completing 58 years. The management may reemploy on contract basis.

### Conduct Rules

1. He/she shall discharge the duties assigned by the Management with utmost sincerity, devotion, discipline and maintain absolute integrity and dignity.
2. He/she shall not engage in any private business or practice either in an individual capacity or in partnership, without prior permission of the management.
3. He/she shall abide by the Code of Conduct as per the KLE Society's Rules. In case of misconduct he/she shall be subject to disciplinary action by the Institution/Society.

### Resignation:

1. The employee desiring to resign must give notice of resignation in writing to the Appointing Authority through a proper channel.
2. The teaching staff shall not ordinarily resign during the course of an academic year.
3. The notice period for resignation shall be:
  - a) During Probation employee shall give one month's (30 days) notice or one month salary in lieu of notice.
  - b) After confirmation of service the employee shall give three month's (90 days) notice or salary in lieu of notice.
4. Until the resignation is accepted by the management and a relieving order is issued, he/she shall continue to be in service.

2

  
Principal  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi





# Jain Pre-University College (DD.232)

ಜೈನ್ ಪದವಿ ಪೂರ್ವ ಮಹಾವಿದ್ಯಾಲಯ

Accredited with Grade 'A'

(Recognized by Govt. of Karnataka and Affiliated to PUJ Board, Bengaluru)

CIS No. 2796, Vadaggaon Road, Hindwadi, Belagavi - 590 011. Phone : +91 831 4205509

Email : jainprecollegebelgav@gmail.com

To,

25.03.2019

Mr. Sourabh A. Palekar  
Plot No.62, Shree Mahalaxmi  
Smd.Raghuavendra Housing Society  
RC Nagar  
Belagavi - 590006

Dear Mr. Sourabh,

We have pleasure in appointing you in Jain P.U.College, Belagavi as Lecturer in Biology. Please note that the employment terms contained in this letter are subject to such conditions and the management of the institution from time to time may determine service rules etc as.

## 1. Appointment:

- Your date of appointment is effective from the date of joining, which is - **01 June 2019.**
- You will be on probation for a period of 1 year from the date of your appointment. If in the opinion of the management, you are found suitable, you will be confirmed.
- You will be liable to be transferred in such capacity, the management may from time to time determine to any other location, institution, establishment or branch of the Jain Group of Institutions. You will be governed by the terms and conditions of services applicable to the new assignment.

## 2. Compensation:

  
Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi





0831-2404040 (4 Lines)  
0831-2404555  
Fax 0831-2404060

# Karnatak Lingayat Education Society, BELAGAVI.

Web : <http://www.klesociety.org>  
E-Mail : [infodesk@klesociety.org](mailto:infodesk@klesociety.org)

Office of the Board of Management,  
K.L.E. Society, Belagavi-590001  
(Karnataka State)

Ref No. EST(2) 1962

Date: 17/07/2019


-2-

### Suspension & Termination:

1. During the probation period the services may be terminated on any grounds without assigning any reason and without giving time.
2. After confirmation of services, the services may be terminated on grounds of Misconduct, criminal acts and moral turpitude by giving 01 month prior notice.
3. In other cases, the services can be terminated only after giving him/her 01 month prior notice. The notice shall state the reason for his/her termination and to show cause why he should not be terminated from services.
4. If he/she does not reply to the show cause notice then he/she can be terminated on the expiry of notice period.
5. If he/she gives a reply to the notice, then an enquiry shall be held in the matter.
6. During the period of enquiry, he/she may be suspended without salary and allowances, till enquiry is concluded.
7. If he/she is found guilty then he/she shall be liable for termination.
8. If the guilt is not proved, then the suspension shall be cancelled and the services shall be continued.

In token of acceptance of the aforesaid terms and conditions he/she shall sign the duplicate of this appointment order and submit the copy to the Institution.

He/she should report for duties to the Principal, K.L.E. Society's Independent Pre-University College, Jakkerihonda, Belagavi, immediately.

  
SECRETARY  
Board of Management  
K.L.E. Society, Belagavi.

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

To  
Ms. Falguni Nitturkar, w/o...  
#1583, Khasbag Double Road, Shahapur, Belagavi

### : DECLARATION :

I, Ms. Falguni G. Nitturkar declare that I have read terms & conditions of my appointment. I am signing this declaration duly signed in token of acceptance of the terms of appointment and undertake to abide by the same.

Signature: 

Name: Falguni G. Nitturkar

Copy twcs. to the Principal, K.L.E. Society's Independent Pre-University College, Jakkerihonda, Belagavi, for information & necessary action.

The deposit collected from the employee should be kept as Fixed Deposit for a period of 2 / 3 years in the name of "Principal, K.L.E. Society's Independent Pre-University College, Jakkerihonda, Belagavi", and the same should be recorded in investment register. On due date the same should be renewed for further period.





VECAS ASSOCIATION'S (R).

# Excellent P. U. Science College

K.S.R.T.C. Colony, Athani Road, VIJAYAPURA-586101. (Karnataka)

mail: excellentcollege2015@gmail.com

Ph : 08352 - 270401

No

Date :

To,

Miss. Gangambika Biradar

D/O: S V Biradar

"GangaPriya" Nilaya,

Bhavasara Nagar, Darga Road

Vijayapur - 586103

Mobile no: 7795728005

Email: [gbiradar043@gmail.com](mailto:gbiradar043@gmail.com)

Sub: The appointment Letter for the post of **Biology Lecturer**.

Ref: Your application for the post of **Biology Lecturer**  
dated: 30-01-2021

## ORDER

With Reference to the above subject and your application, the management of VECAS Association is pleased to appoint you an **Biology Lecturer** to the Excellent PU Science College Vijayapur. Further you are informed to report for your duty to the under signed on 02-02-2021. Please see that your appointment is based on the terms and conditions of our institution given below.

- 1) This appointment comes into effect from the date of your joining for a period of one year. But the management has the right to terminate from the service, if your work is not found satisfaction
- 2) You will be paid a consolidated salary of Rs. 30,000/- per month inclusive of all allowances.
- 3) Your services will be governed by the service rules as may be framed by the

Association from time to time.

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IC Co-ordinator  
GSS College, Belagavi

2021/2/1 18:00

PRINCIPAL  
G.S.Sc. College, Belagavi





Reg. No. Maha/27115/Kop. & F-21309/Kop.

## Chikotra Khore Shikshan Prasarak Mandal

Khadki, Sadfruk, Tal: Kagal, Dist: Kolhapur - 416218.

Mob: 9720658852 / 9420321392

Email: [info@chikotrasankul.com](mailto:info@chikotrasankul.com)

Website: [www.botesankul.com](http://www.botesankul.com)

President: Shri. Prakash I. Bote

Secretary: Shri. M.K. Chougale (Sir)  
D.A.

Ref. No.

Date: 12.11.2020

To,

Shri. Achal Arun Madam

A/P - Sidnal, Tal: Belagavi, Dist: Belgaum.

**Sub: Letter of appointment as Assistant Teacher for fixed term.**

Dear,

Sir/Madam,

With reference to your application dated 09.11.2020 and the subsequent interview you had with us, we are pleased to appoint you as a Assistant Teacher in our Chikotra Khore Shikshan Prasarak Mandal's 'BOTE ENGLISH MEDIUM SCHOOL & JUNIOR COLLEGE OF ARTS, COM. & SCIENCE, KAPSHI(S)' for the Biology subject, along with terms & conditions.

- 1) Your appointment will be for a fixed term period up to 30.4.2021 or upto this academic year from the date of your joining for duty purely on the temporary basis.
- 2) During the fixed term of appointment, you will be paid a consolidated salary of **Rs. 7500/- (in words: Seven Thousand Five Hundred)** per month for teaching 6 to 7 hours in a day and day in a week.
- 3) During the period of appointment your services are liable to be terminated by giving one month notice or payment in lieu thereof.
- 4) You will not engage yourself any where in any work, profession or employment in any capacity, whether honorary or otherwise whilst in the services of our society.
- 5) If it is found that you have misrepresented any information in your application for employment or at the time of interview, or have furnished by false information or suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.
- 6) You will governed by the rules & regulations of our society as in force.
- 7) You are expected to maintain high standard of discipline, efficiency and integrity.
- 8) You will not in any time, without the consent of the management disclose or divulge or make public, except on legal obligation, any information about the society or secrets of society, whether the same may be confided to you or become known to you in the course of your services or even after you leave the services.

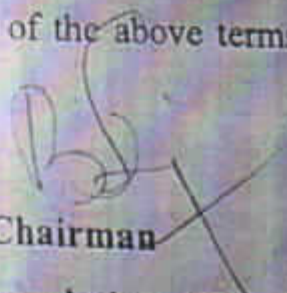
  
JOAC Co-ordinator  
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G.S.Sc. College, Belagavi



- 4) At the time of joining you must produce the following documents.
  - i) Relieving letter from the previous employer.
  - ii) Copies of all the previous experience letters.
  - iii) Date of birth certificate.
  - iv) Address proof.
  - v) Bank Pass Book of S.B.A/C.A.
- 5) In view of your duties and responsibilities you must be *effective, diligent and performing* fully and assigned to you, to the best of your ability ensuring positive results.
- 6) You are liable for the welfare of the establishments of the Association as the management of the same.
- 7) You are required to engage yourself exclusively in the work assigned to you. You shall not take up any other part-time employment in any other organization.
- 8) You shall not engage in any other activities directly or indirectly that will affect the interest of the institution.
- 9) As a member of the institution you may gain access to information that may be considered "confidential" by the organization. Therefore you shall not divulge any confidential information to any one outside organization or the any one outside.
- 10) In concerning every matter the management's decision is final and binding.

This letter of appointment is being issued to you in duplicate and you are to return a copy of the same in token of your acceptance of the above terms and conditions.

  
Chairman

VECAS Association, Vijayapur.


I have understood and agree to the terms and conditions laid down by the institution.

Copy for information to

- 1) Gen. Secy. VECAS Association Vijayapur.
- 2) Principal, G.S.Sc. College Vijayapur.
- 3) Office Copy.

REDMI NOTE 5 PRO  
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2021/2/1 18:01

  
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## PLACEMENT REPORT OF M.Sc Organic Chemistry

YEAR	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
2019-2020	Mr. Balkrishna Powar 9945942384	M.Sc in Organic Chemistry	Molecular Connections Pvt.Ltd. Basavangudi, Bangalore +91-8040939957	2,55,048/-
	Miss. Renuka Hogarti 7337801644			
YEAR	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
2018-2019	Mr. Akshay Chougule 9036345624	M.Sc in Organic Chemistry	Molecular Connections Pvt.Ltd. Basavangudi, Bangalore +91-8040939957	2,55,048/-
	Mr. Abhishek Kosti 9916528293			
	Mr. Prateek Chougule 9742964693			
	Mr. Karunanidhi Mirji 8722914242			
	Miss. Reshma Goiekar 7022996640			
	Mr. Sagar Bhiste 8431244864			
	Miss. Radha Kundargi 7026147393			
	Mr. Maruti Shahapurkar 9980645925			
YEAR	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
2017-208	Mr. Abdurrahman Baheryalli 9945794828	M.Sc in Organic Chemistry	GVK Biosciences, Bangalore	2,60,000/-

  
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STUDENTS SELECTED AS INTERNS

YEAR	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
2019-2020	Mr. Vishal Kole 7259445438	M.Sc in Organic Chemistry	Molecular Connections Pvt.Ltd. Basavangudi, Bangalore +91-8040939957	12500/- per month
	Miss. Aishwarya Sattigere 8296392403			
	Miss. Pallavi Pujar 8792641192			
	Miss. Sangeeta Santaji 7899708618			
	Miss. Priyanka Mannurkar 8147999730			
	Miss. Divya Kemppanavar 8951317705			
	Mr. Vishal Sarnobat 9742791288			

  
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March 04, 2019

**GVK** BIO  
Accelerating R&D

Abdurrahman Bahergalli  
H No:744/E/5/1, Indira Nagar,  
Zatpat Colony 2<sup>nd</sup> Cross Angol,  
Belgaum, Karnataka - 590 006

**OFFER OF APPOINTMENT**

Dear Abdurrahman,

This has reference to the interview and discussions you had with us. We are pleased to offer you the position of "Research Associate" under the grade of "Professional" in level "P1" in "Synthesis - Chemistry Solutions" of our organization and you will be based at Bangalore.

Your Annual CTC will be Rs. 2,60,000/- p.a. (Rupees Two Lakhs Sixty Thousand only Per Annum). Detailed CTC breakup is given in Annexure.

Please note that you are required to join the organization on or before March 11, 2019 failing which this offer of appointment stands withdrawn. Kindly note that this offer is confidential. A detailed letter of appointment shall be given to you on joining. You are requested to undergo pre-employment medical checkup before the date of your joining.

Please note that your employment will be subject to:

1. Medical fitness as per the pre-employment medical checkup report.
2. Clearance in the background verification checks that may be required as per the company policy.
3. Submission of all the following documents at the time of joining:
  - i. Relieving letter and service certificate from current employer,
  - ii. Last 3 months pay slips.
  - iii. Form-16 if applicable.
  - iv. Four copies of your latest passport size photographs.
  - v. Certified true copies of all the educational certificates
  - vi. PAN Card
  - vii. Aadhar Card/Voter Identity card or any other for Identity Proof

Please sign and return the duplicate copy of this letter as a token of your acceptance of this offer.

Yours Sincerely  
For GVK BIOSCIENCES PVT. LTD



Suresh Anubolu  
Chief Human Resources Officer

I accept the offer of appointment on the above terms.

Signature of the candidate: \_\_\_\_\_

Date: \_\_\_\_\_

GVK Biosciences Pvt. Ltd.  
Plot No. 28A, Street No. 15  
IDA Nacharam, Hyderabad - 500 076

  
IOAC Co-ordinator  
G.S.Sc. College, Bolagavi

  
PRINCIPAL  
G.S.Sc. College, Bolagavi

ANNEXURE

SALARY STRUCTURE – ABDURRAHMAN BAHERGALLI

Salary Components	Per Month (Rs.)	Per Annum (Rs.)
<b>A. Gross salary</b>		
Basic	7,254	87,048
HRA	2,902	34,824
Transport Allowance	1,600	19,200
Professional Update	1,000	12,000
Medical Reimbursement	1,250	15,000
Attire Allowance	1,000	12,000
Special Allowance	3,130	37,560
<b>Gross Salary (A)</b>	<b>18,136</b>	<b>2,17,632</b>
<b>B. Retiral &amp; Other benefits</b>		
Provident Fund	870	10,440
ESI	861	10,332
Statutory Bonus	1,451	17,412
Gratuity	349	4,188
<b>Total value of Benefits (B)</b>	<b>3,531</b>	<b>42,372</b>
<b>Total Cost to Company (A + B)</b>	<b>21,667</b>	<b>2,60,004</b>

1. PF & ESI/Group Medical Insurance Premium mentioned are employer's contribution.
2. Statutory Bonus & Gratuity are payable as per the Act and the Gratuity shown above is annualized amount.
3. In addition to the above you will be covered under company's GPA, GTI and EDLI Policy

Yours Sincerely  
For GVK BIOSCIENCES PVT. LTD



Suresh Anubolu  
Chief Human Resources Officer


I accept the offer of appointment on the above terms.

Signature of the candidate: \_\_\_\_\_

Date: \_\_\_\_\_

  
IQAC Co-ordinator  
GSS College, Belagavi

GVK Biosciences Pvt. Ltd.  
Plot No. 28A, Street No. 15  
IDA Nacharam, Hyderabad – 500 076

  
PRINCIPAL  
G.S.Sc. College, Belagavi



August 05, 2019

Mr. Pratik Sudesh Chougule  
#2098,  
Kore galli Shahapur,  
Opp to Vijay Bakery,  
Belagavi(Dt) - 590003

Dear Mr. Pratik Sudesh Chougule,

SUB: OFFER LETTER

Based on your application and subsequent discussions you had with us, we are pleased to offer you the position of Scientific Analyst-Trainee in our Organization.

Your key result areas will be assigned to you at the time of joining and from time to time thereafter.

The key terms and conditions of the offer are detailed as below.

1. REMUNERATION


You shall be paid on annual compensation of **INR 255048/-** (Rupees Two Lakhs Fifty Five Thousand Forty Eight Only) on a cost to the company basis inclusive of company PF contribution, and other Benefits. If any of the tax-free allowances are not supported by proper documents from your side, the same shall be considered as part of your taxable salary and taxed as per prevailing regulations and tax rates. From the payment due to you, income and professional taxes payable by you, your statutory contributions including PF, loss of pay for unauthorized absence, excess leave and any other deductions applicable to you would be deducted accordingly.

Your compensation has been determined based on numerous factors including the job assignment, skills, background, professional merits, etc. You are requested to adhere to the Company's policy of maintaining the remuneration details as highly confidential and ensure that no information pertaining to compensation is shared with anyone whether it is within or outside the Company.

2. LOCATION

You will be based in Bangalore, India. The job is transferable and Company reserves right to post you anywhere in India or abroad depending on the business needs. In addition, the Company reserves the right to depute you or transfer your services to any of its parent company, subsidiary, group company, strategic partner/customer, etc. ("Associates") on similar terms and conditions.

  
IQAC Co-ordinator  
GSS College, Belagavi

  
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### 3. DATE OF JOINING

You are requested to report for joining at our Bangalore office located at Brigade Seshamahal, No. 5, Vani Vilas Road, Basavanagudi -560 004, India from **August 05, 2019**.

### 4. PROBATION, CONFIRMATION, NOTICE PERIOD AND SEPERATION

- 4.1 You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is six months but may be extended or confirmed earlier based on your performance. At any time during your probationary period, the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- 4.2 Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- 4.3 **MINIMUM SERVICE PERIOD.** You are required to serve the company for a minimum period of **12 months** including your training/ probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of **INR 25,000/- (Twenty Five Thousand Only)** including notice pay from you as discussed and mutually agreed at the time of your selection.
- 4.4 If you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 4.5 If you remain absent for a continuous period of 8 days without leave or obtaining the reporting manager's approval, you will be deemed to have voluntarily terminated your services without notice.

### 5. NON SOLICITATION AND NON COMPETITION

On separation of your services from the company and for a period of three years thereafter, you shall not consult or work for any competitor of the Company either directly or indirectly.

During the course of your employment with the company and also for a period of three years after your separation from the company in case of resigning from the employment, you shall not entice away or cause to entice away directly or indirectly, any person/entity including an employee, consultant, customer, vendor, who is in habit of dealing with the company.

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi



# molecular connections

## 6. HR POLICIES

You will be governed by the general HR policies of the Company currently in existence as well as those introduced in future by the Company from time to time.

## 7. INFORMATION SECURITY POLICY

You are required to strictly adhere to the information security policy laid down by the company from time to time. You shall not use or disclose the classified information at any time, either during or after the employment. You should use your best efforts to safeguard such information and to protect it against improper disclosure or use, espionage, loss and theft. You shall not make copies of or otherwise reproduce Classified Information. Unless specifically authorized by the Company, you shall not copy, use, reproduce, transform, or store any of the Classified Information in an externally accessible computer or electronic information retrieval system or transmit it in any form or by any means whatsoever except for the purposes approved by the Company. Molecular connections is committed to protect the intellectual property shared by the Customers and generated by the Company in terms of its Confidentiality, Integrity and Availability, by establishing appropriate level of controls throughout its lifecycle. This will be achieved through a risk management framework based on international standards.

The objectives of this policy are:

- To establish a risk based information protection architecture.
- To comply with international regulations, standards and contractual obligations.
- To establish a business continuity framework.

If anyone is found to violate or breach the information security policy shall be amenable to disciplinary action as deemed suitable by the Company.

## 8. CONFIDENTIALITY

In the performance of your duties, you will come to possess information connected with operations of our operations, documents, plans, drawings, prints, trade secrets, technical information, reports, statements, correspondence etc., written or unwritten and also information and instructions that pass through you or come to your knowledge, financial and other matters relating to the Company's business.

By accepting this offer, you agree that you will hold all such information in strict confidence and shall not divulged to any person during your service with the company or thereafter. In the event of contrary, the Company will be at liberty to initiate appropriate proceedings to safeguard the interests of the Company. During the course of your employment, you also agree to sign suitable Non-disclosure / Confidentiality Agreements that may be stipulated by Company / its customer(s), from time to time.

## 9. ASSIGNMENT OF INTELLECTUAL PROPERTY

By accepting this offer, you hereby unconditionally and irrevocably assign to the Company, all rights on any and all of the intellectual property, patents, proprietary information, designs, technology, inventions etc. developed by you during the course of your work at the Company. You agree not to make any claims on the same whatsoever. Further you also agree to cooperate with the Company to enable the Company document, patent, copyright or trademark such intellectual property developed by you in an appropriate form.

  
Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

**10. DOCUMENTS AT THE TIME OF JOINING**

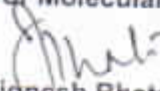
This appointment is subject to you providing following documents on the date of your joining and the verification of the same by the company.

1. Copies of certificates for educational/professional qualifications.
2. Certificates/letters in support of your experience, positions held, designations, compensation and relieving letters from all your previous employers.
3. Copy of your Date of Birth certificate.
4. Health fitness certificate from a registered medical practitioner.
5. At least two professional references addressed to the Manager HR, Molecular Connections Private Limited in support of the credentials shared by you with us.
6. NDA and declarations attached with this letter.

Any disputes arising out of and/or related to your employment with the Company shall be subject to Bangalore City jurisdiction.

We request you to send us duplicate copy of this letter duly signed by you on each page as a token of your acceptance of the terms and conditions mentioned in this letter.

Yours Sincerely,  
For Molecular Connections Private Limited

  
Jignesh Bhate  
CEO

**ACCEPTANCE BY THE CANDIDATE**

I, \_\_\_\_\_, agree with the aforesaid terms and conditions, and shall commence employment as per the terms and conditions stated in the above letter from \_\_\_\_\_.

Signature:

Date:

(Appointment letter needs to be signed by the company and the candidate on all pages)

  
IQAC Co-ordinator  
GSS Collage, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi



ANNEXURE - COMPENSATION & BENEFITS STRUCTURE

NAME	Mr. Pratik Sudesh Chougule	
EMP CODE	502744	
DESIGNATION	Scientific Analyst-Trainee	
GRADE	7	
LEVEL	2	
EFFECTIVE DATE	August 05, 2019	
<b>SALARY COMPONENTS</b>		
	MONTHLY	ANNUAL
<b>A. FIXED COMPONENTS</b>		
Basic + DA	13850	163800
HRA	1982	23784
M_Bonus	2730	32760
<b>B. RETIREMENT BENEFITS</b>		
PF (Employer contribution)	1638	19656
Gratuity Contribution	657	7884
<b>C. OTHER BENEFITS</b>		
ESIC (Employer Contribution)	597	7164
<b>MONTHLY CTC ( A+B+C)</b>	<b>21254</b>	
<b>ANNUAL CTC ( A+B+C)</b>		<b>255048</b>

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year. Further, additional employee benefits that you would be eligible for (which are not appearing in the above structure) are explained below:

(i) Food subsidy:

The Company would pay for subsidizing the food @ 50% of the cost to be paid by you, if you are availing the lunch supplied at the office cafeteria.

Your Total Maximum Earnings and Cost to the Company = INR 261648/- per annum.  
[Annual Gross + Total Benefits]

Signed By :



Date :

27-08-2019

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

September 12, 2019

Ms. Reshma Pundalik Gojekar  
House No 50,  
Laxmi Galli, Hangarga,  
Mandoli Post,  
Belagavi(Dt) - 590008

Dear Ms. Reshma Pundalik Gojekar,

**SUB: OFFER LETTER**

Based on your application and subsequent discussions you had with us, we are pleased to offer you the position of **Scientific Analyst-Trainee** in our Organization.

Your key result areas will be assigned to you at the time of joining and from time to time thereafter.

The key terms and conditions of the offer are detailed as below.

**1. REMUNERATION**

You shall be paid on annual compensation of **INR 255048/-** (Rupees Two Lakhs Fifty Five Thousand Forty Eight Only) on a cost to the company basis inclusive of company PF contribution, and other Benefits. If any of the tax-free allowances are not supported by proper documents from your side, the same shall be considered as part of your taxable salary and taxed as per prevailing regulations and tax rates. From the payment due to you, income and professional taxes payable by you, your statutory contributions including PF, loss of pay for unauthorized absence, excess leave and any other deductions applicable to you would be deducted accordingly.

Your compensation has been determined based on numerous factors including the job assignment, skills, background, professional merits, etc. You are requested to adhere to the Company's policy of maintaining the remuneration details as highly confidential and ensure that no information pertaining to compensation is shared with anyone whether it is within or outside the Company.

**2. LOCATION**

You will be based in Bangalore, India. The job is transferable and Company reserves right to post you anywhere in India or abroad depending on the business needs. In addition, the Company reserves the right to depute you or transfer your services to any of its parent company, subsidiary, group company, strategic partner/customer, etc. ("Associates") on similar terms and conditions.

*(Reshma)*

*(Signature)*  
IQAG Co-ordinator  
GSS College, Belagavi

*(Signature)*  
PRINCIPAL  
G.S.Sc. College, Belagavi



30<sup>th</sup> December, 2019

Mr. Maruti Manohar Shahapurkar  
166, Patil Galli, Hangarge,  
Mandoli, Belgaum,  
Karnataka - 590003.

Dear Mr. Maruti,

**SUB: OFFER LETTER**

Based on your application and subsequent discussions you had with us, we are pleased to offer you the position of **Scientific Analyst - Trainee** in our Organization.

Your key result areas will be assigned to you at the time of joining and from time to time thereafter.

The key terms and conditions of the offer are detailed as below.

**1. REMUNERATION**

You shall be paid on annual compensation of **INR 2,42,652/-** (Rupees Two Lakhs Forty-Two Thousand Six Hundred and Fifty-Two only) on a cost to the company basis inclusive of company PF contribution, and other Benefits if any of the tax-free allowances are not supported by proper documents from your side, the same shall be considered as part of your taxable salary and taxed as per prevailing regulations and tax rates. From the payment due to you, income and professional taxes payable by you, your statutory contributions including PF, loss of pay for unauthorized absence, excess leave and any other deductions applicable to you would be deducted accordingly.

Your compensation has been determined based on numerous factors including the job assignment, skills, background, professional merits, etc. You are requested to adhere to the Company's policy of maintaining the remuneration details as highly confidential and ensure that no information pertaining to compensation is shared with anyone whether it is within or outside the Company.

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You will be based in Bangalore, India. The job is transferable and Company reserves right to post you anywhere in India or abroad depending on the business needs. In addition, the Company reserves the right to depute you or transfer your services to any of its parent company, subsidiary, group company, strategic partner/customer, etc. ("Associates") on similar terms and conditions.

  
T. S. Srinivas  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

August 05, 2019

Mr. Karunanidhi Arjun Mirji  
Hirepadasalgi A/P,  
Jamakhandi Taluk,  
Bagalkot(Dt) - 587301

Dear Mr. Karunanidhi Arjun Mirji,

**SUB: OFFER LETTER**

Based on your application and subsequent discussions you had with us, we are pleased to offer you the position of **Scientific Analyst-Trainee** in our Organization.

Your key result areas will be assigned to you at the time of joining and from time to time thereafter.

The key terms and conditions of the offer are detailed as below.

**1. REMUNERATION**

You shall be paid on annual compensation of **INR 255048/-** (Rupees Two Lakhs Fifty Five Thousand Forty Eight Only) on a cost to the company basis inclusive of company PF contribution, and other Benefits. If any of the tax-free allowances are not supported by proper documents from your side, the same shall be considered as part of your taxable salary and taxed as per prevailing regulations and tax rates. From the payment due to you, income and professional taxes payable by you, your statutory contributions including PF, loss of pay for unauthorized absence, excess leave and any other deductions applicable to you would be deducted accordingly.

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**2. LOCATION**

You will be based in Bangalore, India. The job is transferable and Company reserves right to post you anywhere in India or abroad depending on the business needs. In addition, the Company reserves the right to depute you or transfer your services to any of its parent company, subsidiary, group company, strategic partner/customer, etc. ("Associates") on similar terms and conditions.

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi



August 05, 2019

Mr. Abhishek Kosti  
Siddeshwar Colony,  
Kagwad,  
Belagavi(Dt) - 591223

Dear Mr. Abhishek Kosti,

SUB: OFFER LETTER

Based on your application and subsequent discussions you had with us, we are pleased to offer you the position of **Scientific Analyst-Trainee** in our Organization.

Your key result areas will be assigned to you at the time of joining and from time to time thereafter.

The key terms and conditions of the offer are detailed as below.

1. REMUNERATION

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2. LOCATION

You will be based in Bangalore, India. The job is transferable and Company reserves right to post you anywhere in India or abroad depending on the business needs. In addition, the Company reserves the right to depute you or transfer your services to any of its parent company, subsidiary, group company, strategic partner/customer, etc. ("Associates") on similar terms and conditions.

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi 

August 05, 2019

Mr. Akshay Monappa Chougule  
Sambhaji galli(Navi Galli),  
Basavan Kudachi,  
Belagavi(Dt) - 591124

Dear Mr. Akshay Monappa Chougule,

**SUB: OFFER LETTER**

Based on your application and subsequent discussions you had with us, we are pleased to offer you the position of **Scientific Analyst-Trainee** in our Organization.

Your key result areas will be assigned to you at the time of joining and from time to time thereafter.

The key terms and conditions of the offer are detailed as below.

**1. REMUNERATION**

You shall be paid on annual compensation of **INR 255048/-** (Rupees Two Lakhs Fifty Five Thousand Forty Eight Only) on a cost to the company basis inclusive of company PF contribution, and other Benefits. If any of the tax-free allowances are not supported by proper documents from your side, the same shall be considered as part of your taxable salary and taxed as per prevailing regulations and tax rates. From the payment due to you, income and professional taxes payable by you, your statutory contributions including PF, loss of pay for unauthorized absence, excess leave and any other deductions applicable to you would be deducted accordingly.

Your compensation has been determined based on numerous factors including the job assignment, skills, background, professional merits, etc. You are requested to adhere to the Company's policy of maintaining the remuneration details as highly confidential and ensure that no information pertaining to compensation is shared with anyone whether it is within or outside the Company.

**2. LOCATION**

You will be based in Bangalore, India. The ...



3. DATE OF JOINING

You are requested to report for joining at our Bangalore office located at Brigade Seshamahal, No. 5, Vani Vilas Road, Basavanagudi -560 004, India from August 05, 2019.

4. PROBATION, CONFIRMATION, NOTICE PERIOD AND SEPERATION

4.1 You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is six months but may be extended or confirmed earlier based on your performance. At any time during your probationary period, the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.

4.2 Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.

4.3 **MINIMUM SERVICE PERIOD.** You are required to serve the company for a minimum period of **12 months** including your training/ probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of **INR 25,000/- (Twenty Five Thousand Only)** including notice pay from you as discussed and mutually agreed at the time of your selection.

4.4 If you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.

4.5 If you remain absent for a continuous period of 8 days without leave or obtaining the reporting manager's approval, you will be deemed to have voluntarily terminated your services without notice.

5. NON SOLICITATION AND NON COMPETITION

On separation of your services from the company and for a period of three years thereafter, you shall not consult or work for any competitor of the Company either directly or indirectly.

During the course of your employment with the company and also for a period of three years after your separation from the company in case of resigning from the employment, you shall not entice away or cause to entice away directly or indirectly, any person/entity including an employee, consultant, customer, vendor, who is in habit of dealing with the company.

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

## 6. HR POLICIES

You will be governed by the general HR policies of the Company currently in existence as well as those introduced in future by the Company from time to time.

## 7. INFORMATION SECURITY POLICY

You are required to strictly adhere to the information security policy laid down by the company from time to time. You shall not use or disclose the classified information at any time, either during or after the employment. You should use your best efforts to safeguard such information and to protect it against improper disclosure or use, espionage, loss and theft. You shall not make copies of or otherwise reproduce Classified Information. Unless specifically authorized by the Company, you shall not copy, use, reproduce, transform, or store any of the Classified Information in an externally accessible computer or electronic information retrieval system or transmit it in any form or by any means whatsoever except for the purposes approved by the Company. Molecular connections is committed to protect the intellectual property shared by the Customers and generated by the Company in terms of its Confidentiality, Integrity and Availability, by establishing appropriate level of controls throughout its lifecycle. This will be achieved through a risk management framework based on international standards.

The objectives of this policy are:

- To establish a risk based information protection architecture.
- To comply with international regulations, standards and contractual obligations.
- To establish a business continuity framework.

If anyone is found to violate or breach the information security policy shall be amenable to disciplinary action as deemed suitable by the Company.

## 8. CONFIDENTIALITY

In the performance of your duties, you will come to possess information connected with operations of our operations, documents, plans, drawings, prints, trade secrets, technical information, reports, statements, correspondence etc., written or unwritten and also information and instructions that pass through you or come to your knowledge, financial and other matters relating to the Company's business

By accepting this offer, you agree that you will hold all such information in strict confidence and shall not divulge to any person during your service with the company or thereafter. In the event of contrary, the Company will be at liberty to initiate appropriate proceedings to safeguard the interests of the Company. During the course of your employment, you also agree to sign suitable Non-disclosure / Confidentiality Agreements that may be stipulated by Company / its customer(s), from time to time.

## 9. ASSIGNMENT OF INTELLECTUAL PROPERTY

By accepting this offer, you hereby unconditionally and irrevocably assign to the Company, all rights on any and all of the intellectual property, patents, proprietary information, designs, technology, inventions etc. developed by you during the course of your work at the Company. You agree not to make any claims on the same whatsoever. Further you also agree to cooperate with the Company to enable the Company document, patent, copyright or trademark such intellectual property developed by you in an appropriate form.

  
ICAC Co-ordinator  
GSS College, Belagavi



  
PRINCIPAL  
G.S.Sc. College, Belagavi



**10. DOCUMENTS AT THE TIME OF JOINING**

This appointment is subject to you providing following documents on the date of your joining and the verification of the same by the company.

1. Copies of certificates for educational/professional qualifications.
2. Certificates/letters in support of your experience, positions held, designations, compensation and relieving letters from all your previous employers.
3. Copy of your Date of Birth certificate.
4. Health fitness certificate from a registered medical practitioner.
5. At least two professional references addressed to the Manager HR, Molecular Connections Private Limited in support of the credentials shared by you with us.
6. NDA and declarations attached with this letter.

Any disputes arising out of and/or related to your employment with the Company shall be subject to Bangalore City jurisdiction.

We request you to send us duplicate copy of this letter duly signed by you on each page as a token of your acceptance of the terms and conditions mentioned in this letter.

Yours Sincerely,

For Molecular Connections Private Limited

  
Jignesh Bhate  
CEO

**ACCEPTANCE BY THE CANDIDATE**

I, \_\_\_\_\_, agree with the aforesaid terms and conditions, and shall commence employment as per the terms and conditions stated in the above letter from \_\_\_\_\_.

Signature:

Date:

(Appointment letter needs to be signed by the company and the candidate on all pages)

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

ANNEXURE - COMPENSATION & BENEFITS STRUCTURE

NAME	Mr. Akshay Monappa Chougule	
EMP CODE	502743	
DESIGNATION	Scientific Analyst-Trainee	
GRADE	7	
LEVEL	2	
EFFECTIVE DATE	August 05, 2019	
<b>SALARY COMPONENTS</b>		
	<b>MONTHLY</b>	<b>ANNUAL</b>
<b>A. FIXED COMPONENTS</b>		
Basic + DA	13650	163800
HRA	1982	23784
M_Bonus	2730	32760
<b>B. RETIREMENT BENEFITS</b>		
PF (Employer contribution)	1638	19656
Gratuity Contribution	657	7884
<b>C. OTHER BENEFITS</b>		
ESIC (Employer Contribution)	597	7164
<b>MONTHLY CTC ( A+B+C)</b>	<b>21254</b>	
<b>ANNUAL CTC ( A+B+C)</b>		<b>255048</b>

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year. Further, additional employee benefits that you would be eligible for (which are not appearing in the above structure) are explained below:

(i) Food subsidy:

The Company would pay for subsidizing the food @ 50% of the cost to be paid by you, if you are availing the lunch supplied at the office cafeteria.

Your Total Maximum Earnings and Cost to the Company = INR 261648/- per annum.  
[Annual Gross + Total Benefits]

Signed By :

*[Handwritten Signature]*

Date :

27.08.2019.

*[Handwritten Signature]*  
IQAC Co-ordinator  
GSS College, Belagavi

*[Handwritten Signature]*  
PRINCIPAL  
G.S.Sc. College, Belagavi



August 01, 2019

Mr. Sagar S Bhiste  
Soundatti A/P,  
Raibag Taluk,  
Belgaum(Dt) - 591213

Dear Mr. Sagar S Bhiste,

**SUB: OFFER LETTER**

Based on your application and subsequent discussions you had with us, we are pleased to offer you the position of **Scientific Analyst-Trainee** in our Organization.

Your key result areas will be assigned to you at the time of joining and from time to time thereafter.

The key terms and conditions of the offer are detailed as below.

**1. REMUNERATION**

You shall be paid on annual compensation of **INR 255048/-** (Rupees Two Lakhs Fifty Five Thousand Forty Eight Only) on a cost to the company basis inclusive of company PF contribution, and other Benefits. If any of the tax-free allowances are not supported by proper documents from your side, the same shall be considered as part of your taxable salary and taxed as per prevailing regulations and tax rates. From the payment due to you, income and professional taxes payable by you, your statutory contributions including PF, loss of pay for unauthorized absence, excess leave and any other deductions applicable to you would be deducted accordingly.

Your compensation has been determined based on numerous factors including the job assignment, skills, background, professional merits, etc. You are requested to adhere to the Company's policy of maintaining the remuneration details as highly confidential and ensure that no information pertaining to compensation is shared with anyone whether it is within or outside the Company.

**2. LOCATION**

You will be based in Bangalore, India. The job is transferable and Company reserves right to post you anywhere in India or abroad depending on the business needs. In addition, the Company reserves the right to depute you or transfer your services to any of its parent company, subsidiary, group company, strategic partner/customer etc ("Associates") on similar terms and conditions.

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

3. DATE OF JOINING

You are requested to report for joining at our Bangalore office located at Brigade Seshamahal, No. 5, Vani Vilas Road, Basavanagudi -560 004, India from **August 01, 2019**.

4. PROBATION, CONFIRMATION, NOTICE PERIOD AND SEPERATION

- 4.1 You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is six months but may be extended or confirmed earlier based on your performance. At any time during your probationary period, the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- 4.2 Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- 4.3 **MINIMUM SERVICE PERIOD.** You are required to serve the company for a minimum period of **12 months** including your training/ probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of **INR 25,000/- (Twenty Five Thousand Only)** including notice pay from you as discussed and mutually agreed at the time of your selection.
- 4.4 If you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 4.5 If you remain absent for a continuous period of 8 days without leave or obtaining the reporting manager's approval, you will be deemed to have voluntarily terminated your services without notice.

5. NON SOLICITATION AND NON COMPETITION

On separation of your services from the company and for a period of three years thereafter, you shall not consult or work for any competitor of the Company either directly or indirectly.

During the course of your employment with the company and also for a period of three years after your separation from the company in case of resigning from the employment, you shall not entice away or cause to entice away directly or indirectly, any person/entity including an employee, consultant, customer, vendor, who is in habit of dealing with the company.

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi



## 6. HR POLICIES

You will be governed by the general HR policies of the Company currently in existence as well as those introduced in future by the Company from time to time.

## 7. INFORMATION SECURITY POLICY

You are required to strictly adhere to the information security policy laid down by the company from time to time. You shall not use or disclose the classified information at any time, either during or after the employment. You should use your best efforts to safeguard such information and to protect it against improper disclosure or use, espionage, loss and theft. You shall not make copies of or otherwise reproduce Classified Information. Unless specifically authorized by the Company, you shall not copy, use, reproduce, transform, or store any of the Classified Information in an externally accessible computer or electronic information retrieval system or transmit it in any form or by any means whatsoever except for the purposes approved by the Company. Molecular connections is committed to protect the intellectual property shared by the Customers and generated by the Company in terms of its Confidentiality, Integrity and Availability, by establishing appropriate level of controls throughout its lifecycle. This will be achieved through a risk management framework based on international standards.

The objectives of this policy are:

- To establish a risk based information protection architecture.
- To comply with international regulations, standards and contractual obligations.
- To establish a business continuity framework.

If anyone is found to violate or breach the information security policy shall be amenable to disciplinary action as deemed suitable by the Company

## 8. CONFIDENTIALITY

In the performance of your duties, you will come to possess information connected with operations of our operations, documents, plans, drawings, prints, trade secrets, technical information, reports, statements, correspondence etc., written or unwritten and also information and instructions that pass through you or come to your knowledge, financial and other matters relating to the Company's business.

By accepting this offer, you agree that you will hold all such information in strict confidence and shall not divulge to any person during your service with the company or thereafter. In the event of contrary, the Company will be at liberty to initiate appropriate proceedings to safeguard the interests of the Company. During the course of your employment, you also agree to sign suitable Non-disclosure / Confidentiality Agreements that may be stipulated by Company / its customer(s), from time to time.

## 9. ASSIGNMENT OF INTELLECTUAL PROPERTY

By accepting this offer, you hereby unconditionally and irrevocably assign to the Company, all rights on any and all of the intellectual property, patents, proprietary information, designs, technology, inventions etc. developed by you during the course of your work at the Company. You agree not to make any claims on the same whatsoever. Further you also agree to cooperate with the Company to enable the Company document, patent, copyright or trademark such intellectual property developed by you in an appropriate form.

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

10. DOCUMENTS AT THE TIME OF JOINING

This appointment is subject to you providing following documents on the date of your joining and the verification of the same by the company.

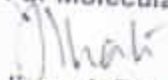
1. Copies of certificates for educational/professional qualifications.
2. Certificates/letters in support of your experience, positions held, designations, compensation and relieving letters from all your previous employers.
3. Copy of your Date of Birth certificate.
4. Health fitness certificate from a registered medical practitioner.
5. At least two professional references addressed to the Manager HR, Molecular Connections Private Limited in support of the credentials shared by you with us.
6. NDA and declarations attached with this letter.

Any disputes arising out of and/or related to your employment with the Company shall be subject to Bangalore City jurisdiction.

We request you to send us duplicate copy of this letter duly signed by you on each page as a token of your acceptance of the terms and conditions mentioned in this letter.

Yours Sincerely,

For Molecular Connections Private Limited

  
Jignesh Bhat  
CEO

ACCEPTANCE BY THE CANDIDATE

I, \_\_\_\_\_, agree with the aforesaid terms and conditions, and shall commence employment as per the terms and conditions stated in the above letter from \_\_\_\_\_.

Signature:

Date:

(Appointment letter needs to be signed by the company and the candidate on all pages)

  
IQAC Coordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi



ANNEXURE - COMPENSATION & BENEFITS STRUCTURE

NAME	Mr. Sagar S Bhiste	
EMP CODE	502693	
DESIGNATION	Scientific Analyst-Trainee	
GRADE	7	
LEVEL	2	
EFFECTIVE DATE	August 01, 2019	
<b>SALARY COMPONENTS</b>		
	<b>MONTHLY</b>	<b>ANNUAL</b>
<b>A. FIXED COMPONENTS</b>		
Basic + DA	13650	163800
HRA	1982	23784
M Bonus	2730	32760
<b>B. RETIREMENT BENEFITS</b>		
PF (Employer contribution)	1638	19656
Gratuity Contribution	657	7884
<b>C. OTHER BENEFITS</b>		
ESIC (Employer Contribution)	597	7164
<b>MONTHLY CTC ( A+B+C)</b>	<b>21254</b>	
<b>ANNUAL CTC ( A+B+C)</b>		<b>255048</b>

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year. Further, additional employee benefits that you would be eligible for (which are not appearing in the above structure) are explained below:

(i) Food subsidy:

The Company would pay for subsidizing the food @ 50% of the cost to be paid by you, if you are availing the lunch supplied at the office cafeteria.

Your Total Maximum Earnings and Cost to the Company = INR 261648/- per annum.  
[Annual Gross + Total Benefits]

Signed By :



Date :

27/8/2019

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

September 12, 2019

Ms. Radha Kundargi  
Chandanahosur Village,  
Tarihal Post,  
Belagavi(Dt) - 590020

Dear Ms. Radha Kundargi,

**SUB: OFFER LETTER**

Based on your application and subsequent discussions you had with us, we are pleased to offer you the position of **Scientific Analyst-Trainee** in our Organization.

Your key result areas will be assigned to you at the time of joining and from time to time thereafter.

The key terms and conditions of the offer are detailed as below.

**1. REMUNERATION**

You shall be paid on annual compensation of **INR 255048/-** (Rupees Two Lakhs Fifty Five Thousand Forty Eight Only) on a cost to the company basis inclusive of company PF contribution, and other Benefits. If any of the tax-free allowances are not supported by proper documents from your side, the same shall be considered as part of your taxable salary and taxed as per prevailing regulations and tax rates. From the payment due to you, income and professional taxes payable by you, your statutory contributions including PF, loss of pay for unauthorized absence, excess leave and any other deductions applicable to you would be deducted accordingly.

Your compensation has been determined based on numerous factors including the job assignment, skills, background, professional merits, etc. You are requested to adhere to the Company's policy of maintaining the remuneration details as highly confidential and ensure that no information pertaining to compensation is shared with anyone whether it is within or outside the Company.

**2. LOCATION**

You will be based in Bangalore, India. The job is transferable and Company reserves right to post you anywhere in India or abroad depending on the business needs. In addition, the Company reserves the right to depute you or transfer your services to any of its parent company, subsidiary, group company, strategic partner/customer, etc. ("Associates") on similar terms and conditions.

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

  
Radha



3. DATE OF JOINING

You are requested to report for joining at our Bangalore office located at Brigade Seshamahal, No. 5, Vani Vilas Road, Basavanagudi -560 004, India from **September 12, 2019**.

4. PROBATION, CONFIRMATION, NOTICE PERIOD AND SEPERATION

- 4.1 You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is six months but may be extended or confirmed earlier based on your performance. At any time during your probationary period, the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- 4.2 Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- 4.3 **MINIMUM SERVICE PERIOD.** You are required to serve the company for a minimum period of **12 months** including your training/ probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of **INR 25,000/- (Twenty Five Thousand Only)** including notice pay from you as discussed and mutually agreed at the time of your selection.
- 4.4 If you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 4.5 If you remain absent for a continuous period of 3 days without leave or obtaining the reporting manager's approval, you will be deemed to have voluntarily terminated your services without notice.

5. NON SOLICITATION AND NON COMPETITION

On separation of your services from the company and for a period of three years thereafter, you shall not consult or work for any competitor of the Company either directly or indirectly.

During the course of your employment with the company and also for a period of three years after your separation from the company in case of resigning from the employment, you shall not entice away or cause to entice away directly or indirectly, any person/entity including an employee, consultant, customer, vendor, who is in habit of dealing with the company.

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

  
Radha

## 6. HR POLICIES

You will be governed by the general HR policies of the Company currently in existence as well as those introduced in future by the Company from time to time.

## 7. INFORMATION SECURITY POLICY

You are required to strictly adhere to the information security policy laid down by the company from time to time. You shall not use or disclose the classified Information at any time, either during or after the employment. You should use your best efforts to safeguard such information and to protect it against improper disclosure or use, espionage, loss and theft. You shall not make copies of or otherwise reproduce Classified Information. Unless specifically authorized by the Company, you shall not copy, use, reproduce, transform, or store any of the Classified Information in an externally accessible computer or electronic information retrieval system or transmit it in any form or by any means whatsoever except for the purposes approved by the Company. Molecular connections is committed to protect the intellectual property shared by the Customers and generated by the Company in terms of its Confidentiality, Integrity and Availability, by establishing appropriate level of controls throughout its lifecycle. This will be achieved through a risk management framework based on international standards.

The objectives of this policy are:

- To establish a risk based information protection architecture.
- To comply with international regulations, standards and contractual obligations.
- To establish a business continuity framework.

If anyone is found to violate or breach the information security policy shall be amenable to disciplinary action as deemed suitable by the Company.

## 8. CONFIDENTIALITY


In the performance of your duties, you will come to possess information connected with operations of our operations, documents, plans, drawings, prints, trade secrets, technical information, reports, statements, correspondence etc., written or unwritten and also information and instructions that pass through you or come to your knowledge, financial and other matters relating to the Company's business.

By accepting this offer, you agree that you will hold all such information in strict confidence and shall not divulged to any person during your service with the company or thereafter. In the event of contrary, the Company will be at liberty to initiate appropriate proceedings to safeguard the interests of the Company. During the course of your employment, you also agree to sign suitable Non-disclosure / Confidentiality Agreements that may be stipulated by Company / its customer(s), from time to time.

## 9. ASSIGNMENT OF INTELLECTUAL PROPERTY

By accepting this offer, you hereby unconditionally and irrevocably assign to the Company, all rights on any and all of the intellectual property, patents, proprietary information, designs, technology, inventions etc. developed by you during the course of your work at the Company. You agree not to make any claims on the same whatsoever. Further you also agree to cooperate with the Company to enable the Company document, patent, copyright or trademark such intellectual property developed by you in an appropriate form.

  
IQAC Co-ordinator  
GSS College, Belagavi

  
Radha

  
PRINCIPAL  
G.S.Sc. College, Belagavi



## 10. DOCUMENTS AT THE TIME OF JOINING


This appointment is subject to you providing following documents on the date of your joining and the verification of the same by the company.

1. Copies of certificates for educational/professional qualifications.
2. Certificates/letters in support of your experience, positions held, designations, compensation and relieving letters from all your previous employers.
3. Copy of your Date of Birth certificate.
4. Health fitness certificate from a registered medical practitioner.
5. At least two professional references addressed to the Manager HR, Molecular Connections Private Limited in support of the credentials shared by you with us.
6. NDA and declarations attached with this letter.

Any disputes arising out of and/or related to your employment with the Company shall be subject to Bangalore City jurisdiction.

We request you to send us duplicate copy of this letter duly signed by you on each page as a token of your acceptance of the terms and conditions mentioned in this letter.

Yours Sincerely,  
For Molecular Connections Private Limited

  
Jignesh Bhate  
CEO

## ACCEPTANCE BY THE CANDIDATE

I, Radha Kundasgi, agree with the aforesaid terms and conditions, and shall commence employment as per the terms and conditions stated in the above letter from Sept, 12, 2019.

Signature: Radha:

Date: 26<sup>th</sup> Sept, 2019

(Appointment letter needs to be signed by the company and the candidate on all pages)

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

ANNEXURE - COMPENSATION & BENEFITS STRUCTURE

NAME	Ms. Radha Kundargi	
EMP CODE	502772	
DESIGNATION	Scientific Analyst-Trainee	
GRADE	7	
LEVEL	2	
EFFECTIVE DATE	September 12, 2019	
<b>SALARY COMPONENTS</b>		
	<b>MONTHLY</b>	<b>ANNUAL</b>
<b>A. FIXED COMPONENTS</b>		
Basic + DA	13850	163800
HRA	1982	23784
M. Bonus	2730	32760
<b>B. RETIREMENT BENEFITS</b>		
PF (Employer contribution)	1638	19656
Gratuity Contribution	657	7884
<b>C. OTHER BENEFITS</b>		
ESIC (Employer Contribution)	397	7164
<b>MONTHLY CTC ( A+B+C)</b>	<b>21254</b>	
<b>ANNUAL CTC ( A+B+C)</b>		<b>255048</b>

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year. Further, additional employee benefits that you would be eligible for (which are not appearing in the above structure) are explained below:

(i) Food subsidy:

The Company would pay for subsidizing the food @ 50% of the cost to be paid by you, if you are availing the lunch supplied at the office cafeteria.

Your Total Maximum Earnings and Cost to the Company = INR 261648/- per annum.  
[Annual Gross + Total Benefits]

Signed By :

*[Handwritten Signature]*

Date :

18-09-2019

Co-ordinator  
GSS College, Belagavi

*Radha*

*[Handwritten Signature]*  
PRINCIPAL  
G.S.Sc. College, Belagavi



BCA  
Campus Selections

5.2.1 Number of placement of outgoing students during the year

Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
2015-16	6 ABHISHEK ANVEKAR	B.Sc.	TCS	
	ADITYA WAMANACHARYA	BCA	WIPRO / INFOSYS / TCS	
	ASHWINI PATIL	BCA	TCS / WIPRO / INFOSYS	
	ASHISH SARAFH	BCA	WIPRO/TCS	
	ANNAPURNA NINGADE	BCA	TCS	
	AISHWARYA CHOUUGULE	BCA	INFOSYS	
	JYOTIKANT PATIL	BCA	INFOSYS	
	MAHESHWARI PATIL	BCA	TCS	
	MEGHA HANCHATE	BCA	TCS / INFOSYS	
	ROHAN CHAVAN	BCA	TCS / INFOSYS	
	BASAVARAJ KATTI	BCA	TCS	
	MADHU PATIL	BCA	TCS / WIPRO	
	POORNIMA CHANDEKAR	BCA	WIPRO	
	SAYALI NAIK	BCA	WIPRO / INFOSYS	
	VEDA GODABOLE	BCA	WIPRO / TCS	
	RADHIKA KANNOLI	BCA	TCS / INFOSYS / WIPRO / ACCENTURE	
	AISHWARYA JOSHI	BCA	TCS / INFOSYS	
	ANAND AMBEKAR	BCA	INFOSYS	
	SURAJ KANGRAKAR	BCA	INFOSYS	
	TEJASWINI HASBE	BCA	INFOSYS	
VARSHA PATIL	BCA	INFOSYS		
SHUBHA PATIL	BCA	INFOSYS / TCS		
SHANTINATH CHOUKA	BCA	INFOSYS / WIPRO / TCS		
SHUBHAM MANJYALKAR	BCA	INFOSYS		
SHAUNAK KASBEKAR	BCA	TCS		
VISHAL BIRJE	BCA	TCS		
YASH PAWAR	BCA	TCS		
SHILPA CHIGDINKOPA	BCA	TCS		

*[Handwritten Signature]*

*[Handwritten Signature]*  
PRINCIPAL

*[Handwritten Signature]*  
IQAC Co-ordinator  
GSS College, Belagavi

G.S.Sc. College, Belagavi

Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
	MAHEK PATEL	BCA	TCS	
	KISAN ARAGU	BCA	TCS	
2016-17	1 JAGRUTI DESAI	B.Sc.	Infosys	
	MAHANTESH YATNATTI	BCA	INFOSYS	
	AKSHATA KOSTI	BCA	INFOSYS	
	1	B. Sc.	Infosys	
	1	B. Sc.	Capgemini India	
	MISS. AKSHATA PATIL	BCA	HGS	
	MISS. AMRUTA CHADICHAL	BCA	INFOSYS	
	MISS. ANUJA KALMANI	BCA	IBM - DAKSHA, TCS	
	MISS. MAITRAYI SUBHEDAR	BCA	INFOSYS	
	MISS. NIDHI PAVASKAR	BCA	INFOSYS	
	MISS. PRIYA PATIL	BCA	IBM - DAKSHA	
	MISS. RAKSHITA PADAKI	BCA	OMEGA	
	MISS. SHWETA PRABHU	BCA	INFOSYS	
	MISS. UTKARSHA DESAI	BCA	HP	
	Mr. KEVIN D'SILVA	BCA	INFOSYS	
	Mr. IRANNA Hattarki	BCA	TCS	
	MISS. RUTUJA GHATGE	BCA	CAPEGEMINI/ INFOSYS/ WIPRO-WASE	
	MISS. SIMRAN BHOSALE	BCA	CAPEGEMINI/ INFOSYS/ WIPRO-WASE	
	MISS. SIMRAN KATHURIA	BCA	CAPEGEMINI/ INFOSYS/ WIPRO-WASE	
	Mr. Abdurrahman Bahergalli	M.Sc in Organic Chemistry	GVK Biosciences, Bangalore	2,60,000/-
	9945794828			
2018-19	6	B.Sc.	Infosys	

IOAC Co-ordinator  
GSS College, Belagavi

Principal  
G.S.Sc. College, Belagavi



Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
	2	B.Sc.	Agadvi Research Laboratory	
	PRIYANKA PULGAM	BCA	Concentrix, TCS, Wipro, Deloitte, Capgemini, Techtree, Akaiya, Sidda.	
	PRIYANKA KAMBREKAR	BCA	Concentrix, TCS, Wipro.	
	SAMPREET PATIL	BCA	Concentrix, Infosys, Wipro, Diya Systems.	
	CHANGUNA MATHAPATI	BCA	Infosys	
	KOMAL MARUTI RAHANE	BCA	Concentrix	
	MADHURI KUDACHIKAR	BCA	Concentrix, TCS	
	MAHAMMEDSAIF HUDLI	BCA	Concentrix	
	MANGAL KHANNUKAR	BCA	Accenture, HP	
	MEENAL SANGAONKAR	BCA	Concentrix	
	PRATIKSHA S BHAGANGARE	BCA	Concentrix	
	SUPRIYA KHARDE	BCA	MU, Sigma, Capgemini, Diya Systems.	
	SUSHMITA SIDBACHE	BCA	Concentrix, Capgemini	
	SHREYA SAMANT	BCA	Concentrix	
	SHRIDHAR PURANDARE	BCA	Just Dial	
	SHRIYA U THARKAR	BCA	TCS, Wipro.	
	SHWETA PATIL	BCA	Wipro, Diya System.	
	SNEHAL HUKKERI	BCA	Concentrix	
	SONALI HULAJI	BCA	Wipro, Diya System.	
	VARUN RAO	BCA	Wipro, Infosys, Diya Systems.	
	VEDA G. DIXIT	BCA	Infosys	
	C. R. MITHUN	BCA	Just Dial	
	SAGAR VANTAMURI	BCA	Concentrix, Wipro, Just dial.	
	SHANORBABA MENSINKA	BCA	AGS, Just dial, HGS.	
	VINAYAK RAMANKATTI	BCA	Wipro	
	GIRISH CHANNAPAGOL	BCA	Wipro	
	SHRADHA KADAM	BCA	Diya Systems.	
	Mr. Akshay Chougule 9036345624			

IQAS Coordinator  
 GSS College, Belagavi Note: Appointment Letters of office staffs are not available.  
 PRINCIPAL  
 G.S.Sc. College, Belagavi

Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
	Mr. Abhishek Kosti 9916528293			
	Mr. Prateek Chougule 9742964693			
	Mr. Karunanidhi Mirji 8722914242			
	Miss. Reshma Gojekar 7022996640	M.Sc in Organic Chemistry	Molecular Connections Pvt.Ltd. Basavangudi, Bangalore	2,55,048/-
	Mr. Sagar Bhiste 8431244864			
	Miss. Radha Kundargi 7026147393			
	Mr. Maruti Shahapurkar 9980645925			

2019-2020	Harshada M. Revankar	B.Sc.	Infosys Technologies	
	Mailikarjun R. Honnakanavar	B.Sc.	Infosys Technologies	
	Atmaram V. Karambalkar	B.Sc.	Infosys Technologies	
	Kevin J. Lobo	B.Sc.	Infosys Technologies	
	Manali Y. Patil	B.Sc.	Infosys Technologies	
	Shruti B. Bastwad	B.Sc.	Infosys Technologies	
	Swati M. Mungarwadi	B.Sc.	Infosys Technologies	
	Swati M. Kurubar	B.Sc.	Infosys Technologies	
	Vartika A. Hajeri	B.Sc.	Infosys Technologies	
	Veena V. Karaveeranavar	B.Sc.	Infosys Technologies	
	Shivanand M. Khmaganni	B.Sc.	Infosys Technologies	
	Harshada M. Revankar	B.Sc.	WIPRO (WASE & WIMS)	
	Sushma Patil	B.Sc.	WIPRO (WASE & WIMS)	
	Trupti	B.Sc.	WIPRO (WASE & WIMS)	

IQAC Coordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi



Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
	Shruti B. Bastwad	B.Sc.	WIPRO (WASE & WIMS)	
	Shubham Sugguni	B.Sc.	WIPRO (WASE & WIMS)	
	Vartika A. Hajeri	B.Sc.	WIPRO (WASE & WIMS)	
	Prajakta Bijapure	B.Sc.	WIPRO (WASE & WIMS)	
	Amruta Vaze	B.Sc.	WIPRO (WASE & WIMS)	
	Nanda	B.Sc.	WIPRO (WASE & WIMS)	
	Swati M. Kurubar	B.Sc.	WIPRO (WASE & WIMS)	
	Manali Y. Patil	B.Sc.	WIPRO (WASE & WIMS)	
	Veena V. Karaveeranavar	B.Sc.	WIPRO (WASE & WIMS)	
	Pundalik Nagnoor	B.Sc.	Trinity Data Base/ Shaikh Home Healthcare	
	Suraj Markal	B.Sc.	SBI Sales	
	Ganganagouda Gidageri	B.Sc.	Om Share Marketing	
	Manik Kaggodi	B.Sc.	OK & Aid Home Healthcare	
	Sagar Bhisite	B.Sc.	Molecular Connection Pvt. Ltd., Bengaluru	
	Abhishek Kosti	B.Sc.	Molecular Connection Pvt. Ltd., Bengaluru	
	Akshay Chougule	B.Sc.	Molecular Connection Pvt. Ltd., Bengaluru	
	Prateek Chougule	B.Sc.	Molecular Connection Pvt. Ltd., Bengaluru	
	Reshma Gojekar	B.Sc.	Molecular Connection Pvt. Ltd., Bengaluru	
	Radha Kundargi	B.Sc.	Molecular Connection Pvt. Ltd., Bengaluru	
	Maruti Shahapurkar	B.Sc.	Molecular Connection Pvt. Ltd., Bengaluru	
	Karunanidhi Mirji	B.Sc.	Molecular Connection Pvt. Ltd., Bengaluru	
	Mr. Balkrishna Powar 9945942384		Molecular Connections Pvt.Ltd. Basavangudi, -8040939866	2,55,048/-
	Mr. Vishal Kole 7259445438			
	Miss. Aishwarya Sattigere 8296392403			
	Miss. Pallavi Pujar			



PRINCIPAL

G.S.Sc. College, Belagavi



IQAC Co-ordinator

GSS College, Belagavi

HRD/2T/1000687114/20-21

January 28, 2021

Ms. Swati Mallikarjun Mungarwadi  
H No 360 Basavan Pete A/P :Deshnur,  
Bailhongal,  
Deshnur-591147  
India

Ph: +91-9606525398

Dear Swati,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.01.28 16:36:03 IST  
Reason: Digitally Signed  
Location: Bangalore

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0263  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com



**ANNEXURE - I**  
(Compensation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Swati Mallikarjun Mungarwadi
ROLE	Operations Executive
ROLE DESIGNATION	Operations Executive - Trainee
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,580
<b>MONTHLY GROSS SALARY</b>	<b>16,162</b>

<b>2. ANNUAL COMPONENT</b>	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	136

<b>3. RETIRAL BENEFITS</b>	
PROVIDENT FUND - 12% of Basic Salary	1,630
GRATUITY - 4.81% of Basic Salary*	653
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>18,581</b>
<b>TOTAL GROSS SALARY</b>	<b>18,581</b>

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

\*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

HRD/2T/1000686471/20-21

January 28, 2021

Mr. Kevin Jeron Lobo  
H No 44/1, Kalmeshwar Galli,  
Belgundi,  
Belgavi-591108  
India

Ph: +91-7996700458

Dear Kevin,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited

Signature Not Verified  
Digitally signed by Richard Lobo  
Date: 2021.01.28 11:35:31 IST  
Reason: Digitally Signed  
Location: Bangalore

  
IQAC Co-ordinator  
GSS College, Belgavi

  
PRINCIPAL  
G.S.Sc. College, Belgavi

INFOSYS LIMITED  
CIN: I 85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com



**ANNEXURE - I**  
(Compensation)

**COMPENSATION DETAILS**  
(All figures in INR per month)

NAME	Mr. Kevin Jeron Lobo
ROLE	Operations Executive
ROLE DESIGNATION	Operations Executive - Trainee
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,580
<b>MONTHLY GROSS SALARY</b>	<b>16,162</b>

<b>2. ANNUAL COMPONENT</b>	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	136

<b>3. RETIRAL BENEFITS</b>	
PROVIDENT FUND - 12% of Basic Salary	1,630
GRATUITY - 4.81% of Basic Salary*	653
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>18,581</b>
<b>TOTAL GROSS SALARY</b>	<b>18,581</b>


**OTHER BENEFITS**

Scheme	Eligible Amount in INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

\*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

Private &amp; Confidential

Date : 12/01/2021RAHUL VISHNU NANDIHALLIHNO 169 GANPAT GALLI ZADSHAHAPURKARNATAKA -590014**APPOINTMENT LETTER**Dear RAHUL VISHNU NANDIHALLI,

Subsequent to the meetings between Concentrix Services India Private Limited (hereinafter, 'Concentrix/Company') and you, we are pleased to make an offer of employment on the following terms and conditions. Your compensation and benefits are detailed in the attached Annexure.

**1. Appointment**

1.1 You shall be appointed to the position of Representative, Operations in Comp Grade 12. This would be your Social Job Title and your Job profile, would be Advisor I, Technical Support. Any change in your Social Job Title / Job profile will be at the discretion of the Company, depending upon the work assigned to you. Job profile must be used for all internal communication and in your e-mail signature. Social job title can be used for business cards and LinkedIn. You may use your Job profile for social purposes as well.

1.2 Your initial place of work shall be Bangalore.

However, your services are transferable to any other role, competency, place or office of the Company or to any subsidiary or associate company, whether now existing or still to be formed. Such transfer/deputation will be in accordance with the Company's rules being in force at the time. On transfer or assignment, you will be governed by the Rules, Regulations and Conditions of Service applicable to that location or role. Refusal to accept such transfer or assignment may lead to disciplinary action including but not limited to termination of your employment.

1.3 Your appointment will be effective from 14/01/2021 or at an earlier date as mutually agreed, subject to your completing the on boarding formalities. You are required to submit all the documents (as per the Mandatory Document Checklist) on 13/01/2021 failing which the Company reserves the right to withdraw this offer letter and/or cancel your appointment. If this date is not suitable, please contact us immediately at khushbu.madhwani@concentrix.com to seek an alternative date on which to submit all required documents.

Please note that the offer will be withdrawn at the Onboarding date if you do not notify us of your acceptance or we are unable to agree to an alternate joining date.

1.4 On on-boarding / joining you shall report to **HR Representative** or any other person nominated by him/her.

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi  
CNX/REC/ART/AGHR/AFTE/6.1

Signature of Candidate

**Concentrix Services India Private Limited**

Registered Address: 3rd Floor, Millennium Towers, ITPL Road, Brookefields, Bengaluru

Karnataka - 560037, India

91 80 41096000

CIN: U99999KA1995PTC052040

info@concentrix.com | www.concentrix.com





09 Jul, 2020

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

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

Dear Nanda Nagappa Hattikatti,

**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 with WILP. This is a scholarship program customized as a robust academic and training program which will allow 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 for 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,

**Sunil Kalachar**  
General Manager – Talent Acquisition

Signature Not Verified

Digitally signed by SUNIL KALACHAR  
Date: 2020.07.09 18:40:29 IST  
Reason: Campus Offer Letter  
Location: Bengaluru

**IQAC Co-ordinator**  
**GSS College, Belagavi**

**PRINCIPAL**  
**G.S.Sc. College, Belagavi**

Registered Office:

**Wipro Limited** T : +91 (80) 2844 9011  
Doddakannelli F : +91 (80) 2844 0054  
Sarjapur Road E : info@wipro.com  
Bengaluru 560 035 W : wipro.com  
India C : L32102KA19/SPLC020800

Sensitivity: Internal & Restricted

9646652

HRD/2T/1000687098/20-21

January 28, 2021

Ms. Swati Maruti Kurubar  
H No 1322, Datta Nagar,  
Peeranwadi,  
Belgavi-590014  
India

Ph: +91-9036916730

Dear Swati,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.01.28 16:36:01 IST  
Reason: Digitally Signed  
Location: Bangalore

  
IGAC Co-ordinator  
GSS College, Belgavi

  
PRINCIPAL  
G.S.Sc. College, Belgavi

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com



**ANNEXURE - I**  
(Compensation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Swati Maruti Kurubar			
ROLE	Operations Executive			
ROLE DESIGNATION	Operations Executive - Trainee			
<b>1. MONTHLY COMPONENTS</b>				
BASIC SALARY				13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,580
<b>MONTHLY GROSS SALARY</b>				<b>16,162</b>
<b>2. ANNUAL COMPONENT</b>				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				136
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of Basic Salary				1,630
GRATUITY - 4.81% of Basic Salary*				653
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>18,581</b>
<b>TOTAL GROSS SALARY</b>				<b>18,581</b>
<b>OTHER BENEFITS</b>				
Name	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

HRD/2T/100C686480/20-21

November 6, 2020

Ms. Manali Yallappa Patil  
H No 287/B,  
Motibag Galli, Mannur,  
Belgavi-591128  
India

Ph: +91-7411997448

Dear Manali,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2020.11.06 17:53:47 IST  
Reason: Digitally Signed  
Location: Bangalore

  
IQACC Co-ordinator  
GSS College, Belgavi

  
PRINCIPAL  
G.S.Sc. College, Belgavi

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com



**ANNEXURE - I**  
(Compensation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Manali Yallappa Patil
ROLE	Operations Executive
ROLE DESIGNATION	Operations Executive - Trainee
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,580
<b>MONTHLY GROSS SALARY</b>	<b>16,162</b>

<b>2. ANNUAL COMPONENT</b>	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	136

<b>3. RETIRAL BENEFITS</b>	
PROVIDENT FUND - 12% of Basic Salary	1,630
GRATUITY - 4.81% of Basic Salary*	653
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>18,581</b>
<b>TOTAL GROSS SALARY</b>	<b>18,581</b>

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

\*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi



07 Jul, 2020

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

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

Dear Shubham Ashok Suguni,

**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 with WILP. This is a scholarship program customized as a robust academic and training program which will allow 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 for 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**,

**Sunil Kalachar**  
General Manager – Talent Acquisition

Signature Not Verified  
Digitally signed by SUNIL KALACHAR  
Date: 2020.07.07 20:56:55 IST  
Reason: Campus Offer Letter  
Location: Bengaluru

**IQAC Co-ordinator**  
**GSS College, Belagavi**

**PRINCIPAL**  
**G.S.Sc. College, Belagavi**

**Registered Office:**

Wipro Limited T : +91 (80) 2844 0011  
DoddaKannelli F : +91 (80) 2844 0054  
Sarjapur Road E : info@wipro.com  
Bengaluru 560 033 W : wipro.com  
India C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted

9637134



HRD/2T/1000686612/20-21

November 6, 2020

Ms. Vartika Ashok Hajeri  
H No 6 Kalmeshwar Road  
M Vadgaon,  
Belgaum-590006  
India

Ph: +91-7829202004

Dear Vartika,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2020.11.06 17:53:53 IST  
Reason: Digitally signed  
Location: Bangalore

  
IGAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 30 2852 0362  
askus@infosys.com  
www.infosys.com

**ANNEXURE - I**  
(Compensation)

<b>COMPENSATION DETAILS</b> (All figures in INR per month)	
NAME	Ms. Vartika Ashok Hajeri
ROLE	Operations Executive
ROLE DESIGNATION	Operations Executive - Trainee
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,580
<b>MONTHLY GROSS SALARY</b>	<b>16,162</b>

<b>2. ANNUAL COMPONENT</b>	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	136

<b>3. RETIRAL BENEFITS</b>	
PROVIDENT FUND - 12% of Basic Salary	1,630
GRATUITY - 4.81% of Basic Salary*	653
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>18,581</b>
<b>TOTAL GROSS SALARY</b>	<b>18,581</b>

<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi



HRD/2T/1000686508/20-21

November 6, 2020

Ms. Veena Veerappa Karaveeranavar  
A/P : Madanabhavi

Bailhongal-591121  
India

Ph: +91-7022167530

Dear Veena,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 3261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

**ANNEXURE - I**  
(Compensation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Veena Veerappa Karaveeranavar			
ROLE	Operations Executive			
ROLE DESIGNATION	Operations Executive - Trainee			
<b>1. MONTHLY COMPONENTS</b>				
BASIC SALARY				13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,580
<b>MONTHLY GROSS SALARY</b>				<b>16,162</b>
<b>2. ANNUAL COMPONENT</b>				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				136
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of Basic Salary				1,630
GRATUITY - 4.81% of Basic Salary*				653
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>18,581</b>
<b>TOTAL GROSS SALARY</b>				<b>18,581</b>
<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				



DATE: JANUARY 24, 2020

To,  
 Girish Channappagol  
 Near Sidhanurthy Temple,  
 Koshthi Galli Jamkhandi,  
 Mangalore

Sub: Offer Letter

Dear Girish,

We are pleased to offer you the position of "Fraud Prevention Representative I" in our organization with CTC of **Rs.23,10/-** per month

Both employer and employee contributions of PF and ESIC would be part of your CTC.

Your appointment is subject to the successful completion of a 30 day training program at TTEC. The offer is contingent upon your submission of original academic and/or the following employment documents:

- Four (4) passport size colored photographs
- Originals and photocopies of academic certificates (including 10th, 12th and Engineering) and school leaving certificate, etc.
- Appointment/Offer letter, relieving letter from your previous organization and salary proof for the last three months – if applicable
- A copy of your PAN card and Aadhaar Card (if you don't have one, apply immediately and submit originals)
- ESIC, PF & UAN number of previous employment (if applicable)
- Photo ID (passport/driving license/voter ID/PAN/Aadhar card)
- Address Proof (latest bank statement with photo attested/electricity bill/gas bill)
- References for background checks (Email addresses and phone numbers of HR and your Reporting Head in your previous organization - if applicable)
- Date of Birth & Aadhaar card Copy/Number of your parents/spouse & Children
- Medical Fitness Certificate in the provided format (Original copy)

Per the organization's policy:

- There will be a probation period of six months from the date of joining. The organization will review your performance after six months and confirmation will be done basis that.
- In case, if Employee Resigns/ Leaves the Company without serving notice period of 30 days, the company will have the right to retain all the dues payable to the employee and adjust the same against the shortfall in the above said notice period of one month.
- In case of No Call No Show within the probation period, the Company reserves all the rights to terminate your services at any time. In this case the Company will have the right to recover the amount equivalent to one month salary (Cost to company) in lieu of the notice period of 1 month.
- Considering the Business's need, you may be transferred to any other program without any prior notice.
- **You will not be able to join the organization if you are unable to submit PAN and Aadhar Number on your Date of Joining**


Congratulations! We look forward to working with you.

Sincerely,

  
 Badri Palkhwala  
 Senior Manager, Talent Acquisition

I accept the above offer and will join from January 24, 2020 – 9:30 am.

Sign

  
 Girish Channappagol

  
 PRINCIPAL  
 G.S.S. College, Bolagavi

  
 PRINCIPAL  
 G.S.Sc. College, Bolagavi

**TTEC INDIA CUSTOMER SOLUTIONS PRIVATE LIMITED**

(Formerly known as Infosys Intutech Pvt. Ltd.)

TTEC Ahmedabad: Opp. L. J. College, Off. S. G. Road, Makarba, Ahmedabad-382210, Gujarat, India. Phone: 91-79-2656-9828, Fax: 91-79-2656-3825, Website: www.ttec.com  
 CIN: U72200GJ2000PTC037637

label:bca-office-documents

Gmail

Remove label

COMPOSE

Fwd: Acceptance of TCS Offer Letter

bca office documents

- Inbox (263)
- Starred
- Important
- Sent Mail
- Drafts (40)
- bca office documen...
- gss bca (1)
- Personal
- student photos
- Travel
- More

ashwini patil <ashwinipatil876@gmail.com>  
to me

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

From: TCS Recruitment - Entry Level <recruitment.entrylevel@tcs.com>  
Date: Thu, Feb 11, 2016 at 8:29 AM  
Subject: Acceptance of TCS Offer Letter  
To: ashwinipatil876@gmail.com

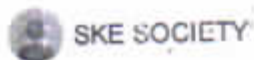
Dear ASHWINI PATIL,,  
Thank you for accepting our offer of employment.

We look forward to having you on-board Team TCS

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

Warm Regards,  
Talent Acquisition Group  
TATA Consultancy Services

-----  
Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If



No Hangouts Contacts

  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi





February 11, 2016

Welcome to WASE

**Wipro Academy of Software Excellence**  
Wipro Limited, Dodda Kannelli  
Sarjapur Road, Bangalore - 560 035,  
Phone: (080) 28440011/12, Fax: (080) 28440256

**Ms. Madhu Yallappa Patil**  
H.No.675/2, Hindunagar, Sambhaji Road,  
Near H.P.Office, Opp.Orchids Apartment, Tilakwadi,  
Belgaum - 590006  
Karnataka

Dear Madhu Yallappa Patil,

**Sub: Enrolment letter to WASE as Student - Computer Applications**

Welcome to Wipro Technologies!

With reference to your application with Wipro Technologies, it is our pleasure to enroll you as a Student - Computer Applications with the Wipro Academy of Software Excellence ("WASE" or "the Academy")

The duration of this academic study would be 48 months. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WASE and have an enriching experience being a part of Wipro.

Please read through the terms and conditions mentioned in the Annexures.

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

Yours sincerely,

For Wipro Limited,

**Rajeev Kumar**  
Global Head - Campus Hiring

**Endorsement:**

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

Signature: \_\_\_\_\_

  
IOAS Co-ordinator  
GSS College, Belagavi

  
Date: \_\_\_\_\_  
PRINCIPAL  
G.S.Sc. College, Belagavi

Ref No: 5591435

Confidential

Registered. Office: Wipro Limited, Doddakannelli, Sarjapur Road, Bangalore - 560 035, India. Tel: 91-80-2844 0011. Fax: 91-80-2844 0054  
Website: [www.wipro.com](http://www.wipro.com), Email: [info@wipro.com](mailto:info@wipro.com), CIN No. L32102KA1945PLC020800

Page 1/8



ANNEXURE I

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

I \_\_\_\_\_, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ("Wipro") being a part of WASE of Wipro for the following purposes:

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

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."

Name: \_\_\_\_\_

Date: \_\_\_/\_\_\_/\_\_\_

Signature.....

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi





## ANNEXURE II

### Terms & Conditions

#### 1. PROFILE:

You are enrolled as Student - Computer Applications in the Wipro Academy of Software Excellence.

#### 2. DURATION:

The duration of your academic study will be for a period of 48 months from the date of enrolment. Unless the Academy extends the period of your study in writing, which is done solely at the discretion of the WASE Academy, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Academy extends the academic period (in writing) you will continue to be enrolled as a Student - Computer Applications in the Wipro Academy of Software Excellence.

#### Scholarship and Benefits

During the WASE program you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, a life & medical insurance would include a cover for you, the premium / cost will be taken care of by Wipro.

1. Medical reimbursements are available towards domiciliary medical expenses of up to **Rs.15,000/-** per annum under the Medical Assistance Plan (MAS).
2. Additional Hospitalization expenses of **Rs.10,000/-** per annum for expenses incurred in CBDT approved hospitals. More details on the policy are available on the People Practices Section in myWipro, the HR portal at Wipro.
3. A Group Personal Accident Insurance (GPAI) Program of **Rs.12,00,000/-**. You could also get an extra coverage by an additional 50% for a nominal and highly negotiated premium. More details on the policy are available on People Practices Section in myWipro, the HR portal at Wipro.
4. Group Life Insurance Program of **Rs.14,00,000/-** is available for students. This makes it possible to also get an extra coverage by an additional 50% for a nominal and highly negotiated premium. More details on the policy are available on People Practices Section in myWipro, the HR portal at Wipro.

In addition to the above, students are also eligible to participate in a contributory medical insurance cover towards hospitalization and additional medical cover.

- a. A contributory mediclaim insurance program with reimbursements up to **Rs. 2,00,000/-**. For any hospitalization claims beyond **Rs.10,000/-**, 10% of the claim amount would need to be borne by the students. However, this does not apply if the hospitalization is in a Preferred Mediassist Network hospital. More details on the policy are available on People Practices Section in myWipro, the HR portal in Wipro.  
If you wish to enhance the coverage, a top up cover option is also available wherein one can increase it by an additional coverage of **Rs. 1,00,000/-**, **Rs. 2,00,000/-** & **Rs. 300,000/-** for a highly negotiated premium. More details on the policy are available on People Practices Section in myWipro, the HR portal at Wipro.
- b. Medical reimbursements of up to **Rs. 50,000** per annum under Medical Benefit Scheme (MBS) are available as well towards Specified Illnesses. You will be provided with an individual Mediclaim ID Cards, which will facilitate Cashless hospitalization.

Ref No: 5591435

  
IQAC Co-ordinator

  
PRINCIPAL

G.S.Sc. College, Belagavi

Page 3/8

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Registered Office: Wipro Limited, Doddakannelli, Sarjapur Road, Bangalore - 560 035, India. Tel: 91-80-2844 0011, Fax: 91-80-2844 0054  
Website: [www.wipro.com](http://www.wipro.com), Email: [info@wipro.com](mailto:info@wipro.com), CIN No. L32102KA1945PLC020800



The below table shows the prescribed scholarship for various years:

Period	Consolidated Scholarship (INR per Month)
First year- Including health benefit (Notional amount of Rs.600/-)	14,100/- (*)
Second year- Including health benefit (Notional amount of Rs.600/-)	16,600/- (*)
Third year- Including health benefit (Notional amount of Rs.600/-)	19,600/- (*)
Fourth year- Including health benefit (Notional amount of Rs.600/-)	23,600/- (*)

(\*) 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 1.75% 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.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Academy 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 Academy, and is subject to satisfactory performance as prescribed in the WASE portal. In case your project performance at any stage is not found to be satisfactory, then you would be put on a performance improvement plan (PIP). Post PIP, if there is no improvement in project performance, the Academy may at its sole discretion discontinue your enrolment in the WASE program.

#### Book Allowance:

A Book Allowance of INR 1,250/- will be paid per student per semester. This allowance will be paid 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 at the beginning of the semester and you will not be required to provide any inputs from your end to obtain the allowance. The allowance will be subject to tax. Book allowance is applicable only when a student is registered for the semester.

#### Contingency Loan & Scholarship Advance:

You can avail a contingency loan and scholarship advance in case of any personal financial emergency. Details of the policy can be viewed in the policy section on the WASE portal

#### Training Agreement:

- This letter of appointment is subject to your training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bangalore-560035, on or before joining Wipro.
- Training agreement in Wipro is for a total period of 4 years - for developing your skills and knowledge. Technical Class Room training will be for a period of 3 months and practical experience and training will be for the next 45 months. The Training period is deemed to be completed after completion of the Class Room and practical trainings. The company invests on your behalf for the cost of the training. Should you discontinue the employment during the period of training before the completion of 12 months from the date of joining, the training expenses of Rs. 75,000/- will have to be reimbursed by you and if you discontinue the employment during the period of training before the completion of 4 years from the date of joining, the training expenses of Rs. 60,000/- will have to be reimbursed by you.

Ref No: 5591435

  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

Page 4/8

Confidential

Registered Office: Wipro Limited, Doddakannelli, Sarjapur Road, Bangalore - 560 035, India. Tel: 91-80-2844 0011, Fax: 91-80-2844 0054  
Website: [www.wipro.com](http://www.wipro.com), Email: [info@wipro.com](mailto:info@wipro.com), CIN No. LJJ2102KA1945PLC020800





- c. Project Readiness Program (PRP) is offered by Wipro - Talent Transformation Department to all campus and off-campus recruits. 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 Work Integrated Learning Program. If you fail to achieve the PRP threshold/minimum score prescribed by Wipro you will not be enrolled into the WASE program

### 3. VERIFICATION REPORT:

Your enrolment is subject to the satisfactory verification of the particulars handed over by you as part of your application form and / or any information furnished at the time of interview.

### 4. OBLIGATIONS AND RESPONSIBILITIES:

- a. During the study period you will be governed by the WASE regulations and instructions as stated by the Academy, from time to time, in relation to conduct, discipline and other matters.
- b. During your study as part of WASE, the Academy would expect you to undergo study in any area in which you are placed, with a high standard of initiative and efficiency. Your high commitment as a student in the Academy would be a requirement.
- c. You would not be allowed to seek membership of any local or public body without the written approval from the Manager-Training of the Academy.
- d. 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 the Academy or otherwise
- e. You are bound by all regulations, instructions and policies of the Academy. These are updated / modified on a periodic basis and new policies may be introduced and notified to students from time to time and you will be bound to comply with the same
- f. 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 Wipro and in the course of your association with the Academy. This covenant shall endure during your association and beyond the cessation of your association with the Academy (irrespective of the circumstances of, or the reasons for, the cessation).
- g. In connection with your association with Wipro as part of the Work Integrated Learning Program 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.

  
IQAC Co-ordinator

GSS College, Belagavi



PRINCIPAL

G.S.Sc. College, Belagavi

Page 5/8

Ref No: 5591435

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Registered Office: Wipro Limited, Doddakannelli, Sarjapur Road, Bangalore - 560 035, India. Tel: 91-80-2844 0011. Fax: 91-80-2844 0054  
Website: [www.wipro.com](http://www.wipro.com). Email: [info@wipro.com](mailto:info@wipro.com). CIN No. L32102KA1945PLC020800



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 Academy / Wipro, such developments will be fully communicated to the 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.

#### 5. POSTING:

During the initial study period, initially you would be made familiar with Wipro Technologies (a division of Wipro Ltd), 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 WASE 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.

#### 6. MISCONDUCT:

- a. In case you are charged with any misconduct or disciplinary issue during your study period, you may be liable to be suspended without payment of scholarship amount, for such period as the Academy may deem fit. If the charges are proved against you may become liable for discontinuation of academic study and termination from enrolment, without notice or payment in lieu of notice notwithstanding any clause of this letter of enrolment and with no prejudice to Wipro's right to enforce the Training agreement.
- b. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training agreement, the Academy shall have the right to terminate your academic study without any notice or payment in lieu thereof, if any declaration given or information furnished by you to the Academy / Wipro is found to be false or if you are found to have willfully suppressed any material information.

#### 7. TERMINATION:

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


#### 8. STUDY HOURS:

As a Student - Computer Applications, you will be called upon to undergo studies during the hours and days as may be fixed by the Academy from time to time. Normally, your "on the job training" would be from 8:30am to 6:00pm from Monday to Friday. There shall be a 45 minutes lunch interval. You would be operating from any of the locations, as may be decided by the Academy. The full day lecture sessions will be held at any of Wipro's other establishments/outsourced 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 Academy.

#### 9. LEAVE:

You are eligible to avail 15 days leave. This fifteen days is applicable for the "on the job training" conducted on weekdays i.e. Monday through Friday. The approval of your supervisor shall be obtained before availing leave.

You will also be eligible for 5 days of sick leave to provide time off on medical grounds.

  
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Ref No: 5591435

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**10. AFTER COMPLETION/TERMINATION OF ACADEMIC STUDY:**

- a. On Completion/Termination of the academic study, 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.
- b. On successful completion of the study, you will be eligible to receive Masters Degree in Software Engineering in recognition of your successfully completing the course. You are not eligible to receive any 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.
- c. Wipro reserves the right to offer employment at its sole discretion to a WASE student on successful and satisfactory completion of the academic study.

**11. DATE OF COMMENCEMENT OF ACADEMIC STUDY:**

In case if you accept 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 you report for undergoing study.

-----

  
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**ANNEXURE III**

"I will submit the mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment 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 abovementioned documents or in case of any discrepancy, I shall be liable for termination of my employment with Wipro Technologies."

Name:

Date:    /    /   

Signature:.....

  
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## ANNEXURE - IV

### INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grows campus inductees 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 Wiproites 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 4-stage training program designed to address the basic learning needs of the fresh Wipro recruits.

Fundamental Readiness Program (FRP), the first layer of training runs for 2 weeks followed by Corporate Readiness Program (CRP), Technology Readiness Program (TRP) and Real Life Lab (RLL).

#### **FRP**

The FRP program consisting of two modules aims at raising the skill set of a B.Sc. / BCA / BCM graduate to a level that would be comparable to an engineering graduate. This program aims to teach the fundamental concepts of programming using C and Data Structures

To enable thorough understanding and know the learning pattern of the young Wiproite an assessment is administered post FRP training. The assessment is online and consists of 50 multiple choice questions. The duration of the assessment is one hour.

#### **CRP**

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

"IMPACT" a behavioral skills building training program ensures that the fresh Wiproites 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.

#### **TRP**

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

A training called "Software Engineering Practices" exposes the WASEian to the software development life cycle with special emphasis on the software development practices of Wipro.

  
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## RLL

Before getting into projects, students work in a simulated project environment where they get to appreciate the nuances of working in teams, as well as understand Wipro's software engineering processes. This is a 2-week program focusing on a real life project where the students will apply their learning and experience in the software development life cycle.

Post TRP, students shall take up another online assessment. The online assessment consists of 100 multiple choice questions. The duration of the assessment is two hours. The overall PRP Performance computation gives 30% weight to FRP, 50% weight to TRP scores and 20% weight to RLL scores. In case a WASEian falls short of the required scores the faculty at talent transformation shall devote their time to mentoring and coaching the student. This is done to ensure enriched knowledge and improved understanding of the topic. All the efforts made in this direction are meant for the student to be able to clear a second round of assessments with flying colors.

### Accommodation, Food & Other Miscellaneous Expenses

- a. For joining, you will be eligible for travel reimbursement for AC 2 Tier rail only, at actuals on providing relevant tickets. For a student with disability, airfare for self and one escort will be reimbursed at actuals on providing relevant tickets and approval mail from campus manager.
- b. 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 and you would not need to submit bills towards usage of this amount.
- c. 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:
  - i. 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.
- d. You would not be eligible for accommodation at the Wipro guest houses.

  
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**MEDICAL CHECKUP**

Date: February 11, 2016

Reference Number: 5591435

Dear Madhu Yallappa Patil,

You are entitled to a Wipro sponsored medical checkup, which can be availed within a period of 3 months from your date of joining. The ICICI LOMBARD GIC Ltd team would support you with the clinic appointment and further queries that you may have in the procedure. Kindly expect a communication by the ICICI LOMBARD team in this regard. The mode of communication would be via email and phone call.

You can also contact them through below mentioned contact details

SMS :- WIPROPRE on 575758 (Please note that this is a call back number, ICICI Lombard GIC Ltd executive will get in touch with you on the same day of the receipt of this SMS).

Email id - [ihealthcare@icicilombard.com](mailto:ihealthcare@icicilombard.com)  
Toll free: 1800 - 2666

Yours sincerely,  
For Wipro Limited,

Rajeev Kumar  
Global Head - Campus Hiring

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GSS College, Belagavi**

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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20152978013/Bangalore**  
**Date: 06/02/2016**

Ms. Madhu Yallappa Patil  
H.No.675/2,Hindunagar,Sambhaji Road Near H.P.Office,Opp.Orchids Apartment,Tilakwadi,BelgaumSam  
Near H.P.Office,  
Belgaum-590006,  
Karnataka.  
Tel# 0831-2480124

Dear Madhu Yallappa Patil,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in grade **YG**. Your gross salary including all benefits will be **₹1,86,002/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

  
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## Campus - Letter Of Intent

October 06, 2015

Dear Ashwini Patil,

Congratulations! We are pleased to inform that you have successfully completed the selection processes conducted by Wipro Ltd. for the Wipro Academy of Software Excellence (WASE). This letter is to confirm that we intend to offer you this opportunity on the following terms:

- I. Your designation would be Student - Computer Applications.
- II. You will undergo a training program (classroom/on the job) for 3 months from your date of joining. On satisfactory completion of training, you will be assigned to projects in Wipro Limited.
- III. On joining, you would be required to sign a training agreement which is applicable to you during the training period and up to 4 years commencing from your date of joining. The agreement requires you to pay liquidated damages of Rs. 75,000 to Wipro for the cost of training incurred in the event of your exit/termination within 12 months from the date of joining. If you exit/terminate any time after 12 months from the date of joining you will have to pay liquidated damages of Rs. 60,000 to Wipro

The monthly scholarship applicable to you is given below:

Period	Consolidated Scholarship (INR pm)
First Year	13,500/-(*)
Second Year	16,000/-(*)
Third Year	19,000/-(*)
Fourth Year	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 1.75% 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.

You will be eligible for a Book Allowance of Rs. 1250 per semester. This allowance will be paid 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 at the beginning of the semester and you will not be required to provide any inputs from your end to obtain the allowance. The allowance will be subject to tax. The book allowance is applicable only

  
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when a student is registered for the semester.

**You are also entitled to unique Benefits as mentioned below:**

1. Medical reimbursements are available towards domiciliary medical expenses of up to **Rs. 15,000** per annum under the Medical Assistance Plan (MAS).
2. Additional Hospitalization expenses of **Rs. 10,000** per annum for expenses incurred in CBDT approved hospitals.
3. A Group Personal Accident Insurance (GPAI) Program of **Rs. 12,00,000/-**. You could also get an extra coverage by an additional 50% for a nominal and highly negotiated premium.
4. Group Life Insurance Program of **Rs. 14,00,000/** is available for students. This makes it possible to also get an extra coverage by an additional 50% for a nominal and highly negotiated premium.

In addition to the above, students are also eligible to participate in a contributory medical insurance cover towards hospitalization and additional medical cover.

- a. A contributory mediclaim insurance program with reimbursements up to **Rs. 2,00,000/-**. For any hospitalization claims beyond **Rs.10,000**, 10% of the claim amount would need to be borne by the students.
- b. Medical reimbursements of up to **Rs. 50,000** per annum under Medical Benefit Scheme (MBS) are available as well towards Specified Illnesses.

Kindly note that the above terms are subject to change at our discretion. Based on the acceptance of this Letter, a detailed appointment letter with the terms and conditions of employment will be issued to you.

Your appointment is subject to the satisfactory verification of the documents and details mentioned in your application form and / or any information furnished at the time of interview, in addition to the fulfillment of the eligibility criteria.

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

Yours sincerely,

For Wipro Limited,

  
IQAC Co-ordinator  
GSS College, Belagavi

Rajeev Kumar

  
PRINCIPAL  
G.S.Sc. College, Belagavi



**Global Head - Campus Hiring**

*Wipro does not charge any fee at any stage of the recruitment process. Wipro has not authorized any agency/partner to collect any fee for recruitment.*

  
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GROSS SALARY SHEET

Annexure 1

Name	Madhu Yallappa Patil
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,232	62,780
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,600	19,200
<b>3) Annual Components/Retirals</b>		
Health Insurance	NA	4,500
Provident Fund	852	10,224
Gratuity	341	4,098
Total of Annual Components & Retirals	1,194	18,822
<b>TOTAL GROSS</b>	<b>15,126</b>	<b>1,86,002</b>

# 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.

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

Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
Conveyance Allowance	800	9,600
Leave Travel Assistance	592	7,100
Sundry Medical Reimbursement	500	6,000
Food Coupons	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>5,232</b>	<b>62,780</b>

  
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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20163239593/Bangalore**  
**Date: 06/02/2016**

Mr. Vishal Vishnu Birje  
344/A-1 Chawadi Gallim. Vadgaon, Belgaum,Chawadi Galli,  
Vadgaon,  
Belgaum-590005,  
Karnataka.  
Tel# 0831-2460919

Dear Vishal Vishnu Birje,

**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 **Graduate Trainee** in grade **YG**. Your gross salary including all benefits will be **₹1,86,002/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

  
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GROSS SALARY SHEET

Annexure 1

Name	Vishal Vishnu Birje
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,232	62,780
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,600	19,200
<b>3) Annual Components/Retirals</b>		
Health Insurance	NA	4,500
Provident Fund	852	10,224
Gratuity	341	4,098
Total of Annual Components & Retirals	1,194	18,822
<b>TOTAL GROSS</b>	<b>15,126</b>	<b>1,86,002</b>

# 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.

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

Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
Conveyance Allowance	800	9,600
Leave Travel Assistance	592	7,100
Sundry Medical Reimbursement	500	6,000
Food Coupons	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>5,232</b>	<b>62,780</b>

  
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Offer: Computer Consultancy  
Ref: TCSL/DT20152979634/Bangalore  
Date: 06/02/2016

Mr. Shaunakh Shamasundar Kasbekar  
34/A /Padmajyoti Building Laxmi Galli,  
Angol,  
Belgaum-590001,  
Karnataka.  
Tel# 0831-2460259

Dear Shaunakh Shamasundar Kasbekar,

**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 **Graduate Trainee** in grade YG. Your gross salary including all benefits will be ₹1,86,002/- per annum, as per the terms and conditions set out herein.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

  
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GROSS SALARY SHEET

Annexure 1

Name	Shauvikh Shamasundar Kasbekar
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,232	62,780
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,600	19,200
<b>3) Annual Components/Retirals</b>		
Health Insurance	NA	4,500
Provident Fund	852	10,224
Gratuity	341	4,098
Total of Annual Components & Retirals	1,194	18,822
<b>TOTAL GROSS</b>	<b>15,126</b>	<b>1,86,002</b>

# 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.

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

Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
Conveyance Allowance	800	9,600
Leave Travel Assistance	592	7,100
Sundry Medical Reimbursement	500	6,000
Food Coupons	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>5,232</b>	<b>62,780</b>

  
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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20152981025/Bangalore**  
**Date: 06/02/2016**

Mr. Yash Dayanand Pawar  
336, Br Nath Pai Circle Shahpur Belgaum Shahpur,  
Belgaum,  
Belgaum-590003,  
Karnataka.  
Tel# 0831-4215825

Dear Yash Dayanand Pawar,

**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 **Graduate Trainee** in grade **YG**. Your gross salary including all benefits will be **₹1,86,002/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

  
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GROSS SALARY SHEET

Annexure 1

Name	Yash Dayanand Pawar
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,232	62,780
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,600	19,200
<b>3) Annual Components/Retirals</b>		
Health Insurance	NA	4,500
Provident Fund	852	10,224
Gratuity	341	4,098
Total of Annual Components & Retirals	1,194	18,822
<b>TOTAL GROSS</b>	<b>15,126</b>	<b>1,86,002</b>

# 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.

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

Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
Conveyance Allowance	800	9,600
Leave Travel Assistance	592	7,100
Sundry Medical Reimbursement	500	6,000
Food Coupons	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>5,232</b>	<b>62,780</b>

  
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 TCSL/DT20152981025

**TATA CONSULTANCY SERVICES**





Offer: Computer Consultancy  
Ref: TCSL/DT20152979614/Bangalore  
Date: 06/02/2016

Ms. Mahek Faruk Patel  
Plot No. 41, Rs No. 999, Ahmednagar, Belgaum Ahmednagar,  
Rto,  
Belgaum-590006,  
Karnataka.  
Tel# 0831-4211614

Dear Mahek Faruk Patel,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in grade **YG**. Your gross salary including all benefits will be **₹1,86,002/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

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TCSL/DT20152979614

**TATA CONSULTANCY SERVICES**

VYDEHI RC-1 BLOCK, 32, 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



GROSS SALARY SHEET

Annexure 1

Name	Mahek Faruk Patel
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,232	62,780
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,600	19,200
<b>3) Annual Components/Retirals</b>		
Health insurance	NA	4,500
Provident Fund	852	10,224
Gratuity	341	4,098
Total of Annual Components & Retirals	1,194	18,822
<b>TOTAL GROSS</b>	<b>15,126</b>	<b>1,86,002</b>

# 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.

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

Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
Conveyance Allowance	800	9,600
Leave Travel Assistance	592	7,100
Sundry Medical Reimbursement	500	6,000
Food Coupons	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>5,232</b>	<b>62,780</b>

  
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 TCS Careers ServiceLine: 1300 209 3111 Email: careers@tcs.com





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20153238444/Bangalore**  
**Date: 06/02/2016**

Ms. Shubha Vijay Patil  
35/1Wagale Galli,  
Khanapur,  
Belgaum-591302,  
Karnataka.  
Tel# 0831-2483430

Dear Shubha Vijay Patil,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in grade YG. Your gross salary including all benefits will be **₹1,86,002/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

  
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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 E-mail: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Shubha Vijay Patil
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,232	62,780
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,600	19,200
<b>3) Annual Components/Retirals</b>		
Health Insurance	NA	4,500
Provident Fund	852	10,224
Gratuity	341	4,098
Total of Annual Components & Retirals	1,194	18,822
<b>TOTAL GROSS</b>	<b>15,126</b>	<b>1,86,002</b>

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

Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
Conveyance Allowance	800	9,600
Leave Travel Assistance	592	7,100
Sundry Medical Reimbursement	500	6,000
Food Coupons	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>5,232</b>	<b>62,780</b>

  
ISA Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S. College, Belagavi

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



**INFOSYS BPO LIMITED**

Regd. Office: Plot Nos. 26/3, 26/4 and 26/6, Hosur Road  
 Electronics City, Bangalore 560 100, India  
 Tel : 91 80 2852 2405 Fax : 91 80 2852 2411  
 Corporate Identity Number : U72200KA2002PLC030310  
 Website : www.infosysbpo.com

**Letter of Interest**

To **SHANTINATH. J. CHOUKA**

Greetings from Infosys BPO!

We refer to your application for employment and the subsequent interview process you had with Infosys BPO Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

1. A candidate may be assigned to work at, deputed or be transferred to any of the Company's units / departments, locations, affiliate entities or subsidiary companies. The Company expects the candidate to be willing to undertake the responsibilities assigned to him/her in the location/department/unit as may be determined by the Company.
2. A candidate is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of those documents once it decides to make an offer of employment to him/her. It is expected that the candidate will submit each of those documents, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.
3. The Company has its own transport facility for the benefit of all employees. An employee can avail this facility, provided he/she abides by the Company's transport policy. Once an offer of employment is made to a candidate, the terms of the above stated policy will be communicated to him/her.
4. Before joining employment of the Company a candidate has to submit a medical certificate in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to conduct further verification of your medical condition and/or records if it is deemed necessary in light of the work that will be performed by you.
5. Each candidate who is made an offer of employment by the Company is required to register himself/herself on [www.nationalskillsregistry.com] before joining employment of the Company at his/her own cost, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.

The Company reiterates that this letter is being issued to intimate you about the essential terms which you must be aware of while considering employment opportunities with us. You are therefore requested to ensure that all these terms are adhered to at every point during the selection process. We look forward to your participation in the further rounds of selection and hope to see you at Infosys BPO.

For any further clarifications, please do reach out to us at [lpo\\_campusteam@infosys.com](mailto:lpo_campusteam@infosys.com).

Yours sincerely,

For Infosys BPO Ltd.

Issued By:

Acknowledgement of receipt:

*Shreeka*

*K. Ramesh*

*Shashigowda*

Raghavendra K  
VP & Head -HR

Signature

Name: SHANTINATH. J. CHOUKA

Issuer's Name: SHASHIGOWDA

Date: 27/01/2016

Issuer's Emp. No.: 917712

Location: Belagavi

ICAG Co-ordinator  
GSS College, Belagavi

*Principals*  
PRINCIPAL

G.S.Sc. College, Belagavi



**INFOSYS BPO LIMITED**

Regd. Office: Plot Nos. 25/3, 25/4 and 25/5, Hesar Road  
Electronics City, Bangalore 560 100, India  
Tel : 91 80 2852 2405 Fax : 91 80 2852 2111  
Corporate Identity Number : U72200KA2002PLC030310  
Website : www.infosysbpo.com



**Letter of Interest**

To ANAND MANOHAR AMBEKAR

Greetings from Infosys BPO!

We refer to your application for employment and the subsequent interview process you had with Infosys BPO Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

1. A candidate may be assigned to work at, deputed or be transferred to any of the Company's units / departments, locations, affiliate entities or subsidiary companies. The Company expects the candidate to be willing to undertake the responsibilities assigned to him/her in the location/department/unit as may be determined by the Company.
2. A candidate is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of those documents once it decides to make an offer of employment to him/her. It is expected that the candidate will submit each of those documents, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.
3. The Company has its own transport facility for the benefit of all employees. An employee can avail this facility, provided he/she abides by the Company's transport policy. Once an offer of employment is made to a candidate, the terms of the above stated policy will be communicated to him/her.
4. Before joining employment of the Company a candidate has to submit a medical certificate in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to conduct further verification of your medical condition and/or records if it is deemed necessary in light of the work that will be performed by you.
5. Each candidate who is made an offer of employment by the Company is required to register himself/herself on [www.nationalskillsregistry.com] before joining employment of the Company at his/her own cost, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.

The Company reiterates that this letter is being issued to intimate you about the essential terms which you must be aware of while considering employment opportunities with us. You are therefore requested to ensure that all these terms are adhered to at every point during the selection process. We look forward to your participation in the further rounds of selection and hope to see you at Infosys BPO.

For any further clarifications, please do reach out to us at bpo\_campusteam@infosys.com.

Yours sincerely,

For Infosys BPO Ltd.

Issued By:

Acknowledgement of receipt:

Raghavendra K  
VP & Head -HR

Signature

Issuer's Name: SHASHI GOWDA  
Issuer's Emp. No.: 912221

Name: ANAND AMBEKAR  
Date: 27/01/2016  
Location: BELGAUM.

HR Contract No. 08041032363

FRINCIPAL  
G.S.Sc. College, Belagavi





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20152979373/Bangalore**  
**Date: 05/01/2016**

Ms. Meghs Mohan Hanchate  
Sri Ram Nivas Hno=51-DKakatkara Mala,  
Majagaon,  
Belgaum-590008,  
Karnataka.  
Tel# 0831-2483430

Dear Meghs Mohan Hanchate,

**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 **Graduate Trainee** in grade **YG**. Your gross salary including all benefits will be **₹1,86,002/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

  
IQAC Co-ordinator  
GSS College, Belagavi

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

TCS Careers Serviceline: 1300 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Meghis Mohan Hanchate
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,232	62,780
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,600	19,200
<b>3) Annual Components/Retirals</b>		
Health Insurance	NA	4,500
Provident Fund	852	10,224
Gratuity	341	4,098
Total of Annual Components & Retirals	1,194	18,822
<b>TOTAL GROSS</b>	<b>15,126</b>	<b>1,86,002</b>

# 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.

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Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
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Leave Travel Assistance	592	7,100
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<b>GROSS BOUQUET OF BENEFITS</b>	<b>5,232</b>	<b>62,780</b>

  
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 TCS Careers Serviceline: 1800 200 3111 E-mail: careers@tcs.com





SKE SOCIETY'S GSSBCA <gssbca@gmail.com>

**Fwd: Letter of Intent - Kisan Aargu - Ref. No.: 5895120**

1 message

**Kisan Aargu** <kisanaargu17@gmail.com>  
To: gssbca@gmail.com

Tue, Feb 16, 2016 at 3:53 PM

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

From: <manager.campus@wipro.com>  
Date: 4 Feb 2016 17:40  
Subject: Letter of Intent - Kisan Aargu - Ref. No.: 5895120  
To: <kisanaargu17@gmail.com>  
Cc:

**Campus - Letter Of Intent**

February 04, 2016

Dear Kisan Aargu,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Wipro Ltd. for the Wipro Software Technology Academy (WISTA). This letter is to confirm that we intend to offer you this opportunity on the following terms:

- I. Your designation would be Student - Computer Applications.
- II. You will undergo a training program (classroom/on the job) for 3 months from your date of joining. On satisfactory completion of training, you will be assigned to projects in Wipro Limited.
- III. On joining, you would be required to sign a training agreement which is applicable to you during the training period and up to 4 years commencing from your date of joining. The agreement requires you to pay liquidated damages of Rs. 75,000 to Wipro for the cost of training incurred in the event of your exit/termination within 12 months from the date of joining. If you exit/terminate any time after 12 months from the date of joining you will have to pay liquidated damages of Rs. 60,000 to Wipro.

The monthly scholarship applicable to you is given below:

Period	Consolidated Scholarship (INR pm)
First Year	13,500/- (*)
Second Year	16,000/- (*)
Third Year	19,000/- (*)
Fourth Year	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 1.75% of your Scholarship) as and when applicable under the law to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

You will be eligible for a Book Allowance of Rs. 1250 per semester. This allowance will be paid every semester except the last semester when you will be engaged in dissertation. The

  
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allowance will be paid to you centrally along with your scholarship at the beginning of the semester and you will not be required to provide any inputs from your end to obtain the allowance. The allowance will be subject to tax. The book allowance is applicable only when a student is registered for the semester.

You are also entitled to unique Benefits as mentioned below:

1. Medical reimbursements are available towards domiciliary medical expenses of up to Rs. 15,000 per annum under the Medical Assistance Plan (MAS).
2. Additional Hospitalization expenses of Rs. 10,000 per annum for expenses incurred in C&DT approved hospitals.
3. A Group Personal Accident Insurance (GPAI) Program of Rs. 12,00,000/-. You could also get an extra coverage by an additional 50% for a nominal and highly negotiated premium.
4. Group Life Insurance Program of Rs. 14,00,000/ is available for students. This makes it possible to also get an extra coverage by an additional 50% for a nominal and highly negotiated premium.

In addition to the above, students are also eligible to participate in a contributory medical insurance cover towards hospitalization and additional medical cover.

- a. A contributory mediclaim insurance program with reimbursements up to Rs. 2,00,000/-. For any hospitalization claims beyond Rs.10,000, 10% of the claim amount would need to be borne by the students.
- b. Medical reimbursements of up to Rs. 50,000 per annum under Medical Benefit Scheme (MBS) are available as well towards Specified illnesses.

Kindly note that the above terms are subject to change at our discretion. Based on the acceptance of this Letter, a detailed appointment letter with the terms and conditions of employment will be issued to you.

Your appointment is subject to the satisfactory verification of the documents and details mentioned in your application form and / or any information furnished at the time of interview, in addition to the fulfillment of the eligibility criteria.

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

Yours sincerely,

For Wipro Limited,

Rajeev Kumar

Global Head - Campus Hiring

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. [www.wipro.com](http://www.wipro.com)





## COMPENSATION AND BENEFITS

### BASIC SALARY

You will be eligible for a basic salary of ₹7,100/- 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 ₹2,840/- 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. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

#### 3. 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.

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

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



#### 4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum 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 tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.

#### 5. Food Coupons

You will be eligible for food coupons of ₹500/- per month.

#### Performance Pay

##### Monthly Performance Pay

You will receive a monthly performance pay of ₹1,600/-. 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.

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

  
IQAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi





## OTHER BENEFITS

### **Health Insurance Scheme**

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

HIS offers the following benefits:

#### **1. Basic Cover**

i. Entitlement - Includes domiciliary expenses up to ₹5,000/- per insured person and hospitalisation expenses up to ₹95,000/- per insured person.

ii. Premium - Basic premium for self, spouse and first two children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependant parents/parents-in-law or remaining children (over and above the first two 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 dependants will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹7,00,000/- 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.

\* The above Health Insurance Scheme is subject to revision.

  
Principal  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

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TCSL/DT20152978390

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Service line: 1800 205 3111 Email: careers@tcs.com



### Loans

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

### 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.

### Professional Memberships

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

### RETIRALS

#### Provident Fund

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

  
Initiator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi





### Gratuity

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

### TERMS AND CONDITION

#### 1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 50% or above in the first attempt in each of your Standard Xth, Standard XIth, Diploma (if applicable) and Graduation examination 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. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment without prejudice to its other rights.

#### 3. Training Period

Continuous Learning is a way of life in TCSL and forms a critical part of your employment with TCSL. On joining TCSL, you will be given the opportunity to undergo our Initial Learning program (ILP). This formal learning will add value to you as a professional and help you to excel in your career.

  
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6

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Formal assessments will be carried out during your learning period. The weighted average of these evaluations will be a major component of your first appraisal. 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.

You may please note that in the event of your performance during the ILP falling short of the required standard, TCSL reserves the right to either extend your ILP or terminate your services.

You will be confirmed at the end of twelve months from the date of joining TCSL. This confirmation will be communicated to you in writing. Upon your confirmation, if your services are not found satisfactory, TCSL may terminate your services by giving you one month's notice or one month's basic salary in lieu thereof.

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. However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory.

If you remain unauthorizedly absent for a consecutive period of 10 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 ILP trainees without any further intimation/separate communication to you.

#### 4. Working Hours

You may be required to work in shifts and/or in extended working hours as permitted by law. You may be required to work beyond your existing working hours depending upon the business requirements / exigencies from time to time.

#### 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.

  
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- 6. Compensation Structure / Salary components**  
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.
- 7. Increments and Promotions**  
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.
- 8. Alternative Occupation / Employment**  
Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.
- 9. Confidentiality Agreement**  
As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of TCSL and its clients.
- 10. Service Agreement**  
As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 2 years after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/- towards the training expenditure.
- 11. Overseas Deputation / International Assignment Agreement**  
If you are on international assignment, you will be covered by the TCSL International Assignment policy from the date of deputation. Accordingly, you will be required to sign the applicable Overseas Deputation / International Assignment Agreement/s. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period 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.

#### 12. Terms and Conditions

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

#### 13. TATA Code of Conduct

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

#### 14. Notice Period

TCSL shall give one month's notice or payment in lieu thereof if the traineeship is discontinued/terminated upon the expiry of one year. No notice or payment in lieu thereof shall be payable by TCSL when the traineeship is discontinued/terminated on account of any misconduct, either during the period of traineeship or upon expiry of the traineeship. During your tenure with TCSL, either you or TCSL can terminate the appointment by giving 30 calendar days written notice or 1 month's basic salary in lieu of the notice. You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 2 years after joining in accordance with Clause No.10.

If you are covered under Deputation Agreement/International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

#### 15. Retirement

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

  
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#### 16. Pre-employment Medical Certificate

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

#### 17. Employment of Non Indian Citizens

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

#### 18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.

If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

#### 19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- 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.
- Standard X and XII mark sheets
- Diploma certificate and mark sheets
- Degree certificate and mark sheets for all semesters
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport

  
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- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

Please note that failure to produce the prescribed set of documents before completion of your Initial Learning Program would entitle TCSL to withdraw this offer letter.

## 20. Initial Training Programme

On joining TCSL, you will be given the benefit of formal and on the job training ("Initial Learning Programme") at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

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

## 21. Letter of Appointment

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

## 22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

  
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**23. Compliance to all clauses**

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

**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**

**K Ganesan**  
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Gross Salary Sheet  
Annexure 2: List of TCSL Centres

**IQAC Co-ordinator**  
**GSS College, Belagavi**

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12

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Registered Office: Narmal Building, 9th Floor, Narmal Point, Mumbai 400 021  
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20152978560/Bangalore**  
**Date: 18/08/2015**

Ms. Veda Sudesh Godbole  
107, Mahalaxmi Arcade Bhagyanagar 2nd Cross,  
Opp To Lokamanya Society,  
Belgaum-590006,  
Karnataka.  
Tel# 0831-2483430

Dear Veda Sudesh Godbole,

**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 **Graduate Trainee** in grade **YG**. Your gross salary including all benefits will be **₹1,86,002/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

  
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1





GROSS SALARY SHEET

Annexure 1

Name	Veda Sudesh Godbole
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,232	62,780
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,600	19,200
<b>3) Annual Components/Retirals</b>		
Health Insurance	NA	1,500
Provident Fund	852	10,224
Gratuity	341	4,098
Total of Annual Components & Retirals	1,194	18,822
<b>TOTAL GROSS</b>	15,126	1,86,002

# 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.

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

Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
Conveyance Allowance	800	9,600
Leave Travel Assistance	592	7,100
Sundry Medical Reimbursement	500	6,000
Food Coupons	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	5,232	62,780

*[Signature]*  
Co-ordinator  
GSS College, Belagavi

*[Signature]*  
PRINCIPAL  
G.S.Sc. College, Belagavi

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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20152978390/Bangalore**  
**Date: 18/08/2015**

Ms. Radhika Kannolli  
House No274 2nd Cross Rajaram Marg Chidambar Nagar Angol Belgaum,  
Chidambar Nagar,  
Belgaum-590006,  
Karnataka.  
Tel# 0831-4211582

Dear Radhika Kannolli,

**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 **Graduate Trainee** in grade **YG**. Your gross salary including all benefits will be **₹1,86,002/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

  
IQA Co-ordinator  
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1





GROSS SALARY SHEET

Annexure 1

Name	Radhika Kannollil
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,232	62,780
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,600	19,200
<b>3) Annual Components/Retirals</b>		
Health Insurance	NA	4,500
Provident Fund	652	10,224
Gratuity	341	4,098
Total of Annual Components & Retirals	1,194	18,822
<b>TOTAL GROSS</b>	<b>15,126</b>	<b>1,86,002</b>

# 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.

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

Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
Conveyance Allowance	800	9,600
Leave Travel Assistance	592	7,100
Sundry Medical Reimbursement	500	6,000
Food Coupons	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>5,232</b>	<b>62,780</b>

  
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## Campus - Letter Of Intent

October 06, 2015

Dear Veda Godbole,

Congratulations! We are pleased to inform that you have successfully completed the selection processes conducted by Wipro for the role of Project Engineer. This Letter is to confirm that we intend to offer you this role on the following terms:

- I. Your designation would be Project Engineer, belonging to career band TRD.
- II. You will undergo a training program (classroom/on the job) for 3 months from your date of joining. During this period, you will be paid a stipend of Rs. 11500/- per month. On satisfactory completion of the training you will be assigned to projects in Wipro Limited.
- III. On joining you would be required to sign a training agreement which is applicable to you during the training period and up to two years commencing from the date of completion of the Training period. The agreement requires you to reimburse Rs. 75000 to Wipro, for the cost of training incurred, in the event you exit before the said period.

a. The salary stack for Project Engineer is as given below:

Component	Amount(INR)
Basic	4,550
HRA	2,300
Commutation Allowance	2,500
Wipro Benefits Plan (WBP)	1,608
Total Fixed Cash	10,958
PF (12% of Basic)	550
Gratuity (5.31% of Basic)	242
Total Fixed Compensation	11,750
Health benefit (Medical)	600
Target QPLC (5% of CTC)	650
Target Cost to Company per month	13,000
Total Cost to Company per annum	156,000

  
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b.

- c. Over and above these components, depending on your performance during the initial training program you will also be entitled for Additional Allowance. The total monthly gross hence will be as per the following table for different performance categories:

Performance Category	Monthly Gross	Additional Allowance	Total Monthly Gross	Total Annual Gross
Performance Category - 1	13,000.00	2,000.00	15,000.00	180,000.00
Performance Category - 2	13,000.00	1,000.00	14,000.00	168,000.00
Performance Category - 3	13,000.00	-	13,000.00	156,000.00

d.

- e. Apart from the standard salary emoluments, Project Engineers are also entitled to unique Company Benefits to assist you in maintaining a healthy work-life balance. The details of the benefits are as follows:
- Onetime Interest free loan of Rs. 20,000 towards housing deposits or towards purchase of a two wheeler
  - Onetime Interest free contingency loan of Rs. 50,000 towards housing deposits or illness, death in immediate family or self-marriage
  - Medical assistance Rs. 15,000 per annum or one month's basic whichever is higher
  - Medical Insurance Coverage up to Rs. 2 lacs per annum.

Kindly note that the above terms are subject to change at our discretion. A detailed appointment letter with the terms and conditions of employment will be issued to you upon successful audit clearance.

Your appointment is subject to the satisfactory verification of the documents and details mentioned in your application form and / or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria.

We look forward to having a long and fruitful relationship with you at Wipro, wish you all

  
IGAC Co-ordinator  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi

the best!

Yours sincerely,

For Wipro Limited,

Rajeev Kumar

Global Head - Campus Hiring



GSS College, Belagavi



PRINCIPAL

G.S.Sc. College, Belagavi



**INFOSYS BPO LIMITED**

Regd. Office: Plot Nos. 26/3, 26/4 & 26/6, Hosur Road  
 Electronics City, Bangalore 560 100, India  
 Tel : 91 80 2852 2405 Fax : 91 80 2852 2411  
 www.infosys.com/bpo



LETTER OF INTENT

To

*Daisy Peter*

We refer to your application for employment and the subsequent interview you had with Infosys BPO Limited ("Company"). Based upon our evaluation, we are pleased to inform you that you have been shortlisted to the next stage of our selection process (document verification) on the following terms and conditions:

- |                          |   |                   |
|--------------------------|---|-------------------|
| a) Role                  | : | Process Executive |
| b) Role designation      | : | Process Executive |
| c) External designation  | : | Process Executive |
| d) Job level             | : | 2 B.              |
| e) Date of Joining       | : | 15.06.2015        |
| f) Location of Posting   | : | Bengaluru         |
| g) CTC (During training) | : | 12,659 per month  |

This letter does not constitute an employment offer or intent to make an employment offer at a future date. If you clear further rounds of our selection process as referred above, an offer letter will be sent to your email ID with all the details about your joining. However, there are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of such terms and conditions to a candidate.

1. A candidate has to be medically fit at the time of joining the Company. The candidate may be required to submit a medical certificate signed by a doctor certifying the same. Further, the Company reserves the right to conduct its own health checks.
2. Post selection an employee may be assigned to work at / be transferred to any of the Company's units / departments, affiliate entities or subsidiary companies.
3. Any inaccuracy of the testimonials and information provided by a candidate in his/her application form may lead to withdrawal of employment offer or termination of employment, as the case may be.
4. Infosys BPO provides transport facilities to its employees, if the employee resides within the areas as prescribed by the transport department of the Company. The areas have been defined keeping in mind the travel time and the security of our employees. Such transportation facilities are provided by way of a convenient blend of dedicated buses, and cabs depending, on process timings. Prior to the date of joining, a candidate should ensure that his/her residence falls under the recommended boundary areas. Do note that complying by the transport policy is a mandatory organization requirement for employment. In case of non compliance, Infosys BPO has the right to initiate any disciplinary action against such employee as it may deem fit. Based on location and timing of transport employees may be required to pay for their transport.
5. Please note that the gross salary mentioned here is subject to change and that the final terms of employment along with details of salary structure will be intimated along with the offer letter.

For any further queries, please mail [hr@infosys.com](mailto:hr@infosys.com) or call us on 080-41003252.

As stated above, this letter is being issued for information purposes only.

We request to countersign and return the duplicate copy of this Letter to place on record an acknowledgement of receipt of this letter.



GSS College, Bengaluru

PRINCIPAL

G.S.Sc. C

Yours sincerely,

For Infosys BPO Ltd.

Issued By:



Signature

Raghavendra K  
VP & Head - HR



Signature

Issuer's Name: *Suresh S*  
Issuer's Emp. No.: *285128*

Acknowledgement of receipt:



Name: *DAISY P NAREDRAN*  
Date: *05/06/15*  
Location: *Belgaum*

  
IQAC Co-ordinator  
G.S.Sc. College, Belagavi  
PRINCIPAL  
G.S.Sc. College, Belagavi



Fixed Components	
Basic	8,710
Fixed Dearness Allowance	1,100
<b>Sub Total 1</b>	<b>9,810</b>
Statutory Components	
Co. contribution to PF	1,177
Gratuity	472
Bonus	1,200
<b>Sub Total 2</b>	<b>2,849</b>
<b>Total Gross Salary (per month)</b>	<b>12,659</b>
<b>Total Gross Earning (per month)</b>	<b>16,356</b>
Voice Allowance (Applicable to voice Process only)	2,500
Shift Allowance (At Maximum earnability)	1,200

**Net Take home calculation:**

Employee's Deductions (Under 1947 and 1948 Act)	INR
Net take home (During Training)	9,370
Net take home (Post the allocation to Non-Voice process)	9,370*
Net take home (Post the allocation to Voice Process)	11,870*

\*excludes shift allowance + Client incentives (if any)

Employer's contribution towards PF

I Accept and Agree

*[Signature]*

*[Signature]*

*[Signature]*  
**PRINCIPAL**  
 G.S.Sc. College, Belagavi

**GSS College, Belagavi**

Contact Persons incase of Bangalore induction:

Antriksh Shrivastava

Contact Persons incase of Mysore induction:

George Steven / Dharshan S

Venue for Bangalore Induction:

INFOSYS LTD,  
Hosur Road, Electronic city Phase-1,  
Gate#6, Building 12/48,  
Bangalore

Contact: Antriksh Shrivastava

Venue for Mysore Induction:

INFOSYS TECHNOLOGIES LTD  
No 350, Hebbal Electronics City  
Hootagalli, Mysore-570018, India  
Tel: 91-821-2404101, Fax: 91-821-2404200


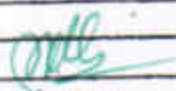
Contact: George Steven / Dharshan S

  
GSS College, Belagavi

  
PRINCIPAL  
G.S.Sc. College, Belagavi



Appendix 5

Employee Health Report		
Name		Sex
Age		Emp No.
Location		
Medical Examination		
A: General Examination		
Physical Parameters		
Height		Weight
Pulse		BP
Pallor/Icterus/Clubbing/Lymphadenopathy/Edema/Naricose Vcins		
Oral Cavity		
Vision		
Blood Group/ RH Typing		
RBS		
Urine Routine		
B. Systemic Examination		
Respiratory system		
Cardiovascular system		
Abdomen		
Genito-Urinary systems		
Nervous system		
Musculo-Skeletal system		
Remarks		
 <b>GSS College, Belagavi</b>		 <b>PRINCIPAL</b> <b>G.S.Sc. College, Belagavi</b>
Doctor's Name		Seal & Signature
Date		Location



Annexure 2

Regional Offices

<p><b>Ahmedabad</b>  <b>Lead -Talent Acquisition</b>  Tata Consultancy Services  Infocity, Info Tower 1, 5<sup>th</sup> Floor,  Airport Road, Gandhinagar - 382 009  Tel: 079 - 66712600  Fax: 079 - 66712601</p>	<p><b>Bangalore</b>  <b>Lead -Talent Acquisition</b>  Tata Consultancy Services  VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield,  Bangalore - 560 066  Tel: 080 - 67247000  Fax: 080 - 28410114</p>
<p><b>Chennai</b>  <b>Lead -Talent Acquisition</b>  Tata Consultancy Services  415/21-24, Kumaran Nagar,  Sholinganallur, Old Mahaballipuram,  Chennai - 600 119, Tamil Nadu, India  Tel: 044 - 66162222/62194/62195  Fax: 044 - 66162555</p>	<p><b>Delhi</b>  <b>Lead-Talent Acquisition</b>  Tata Consultancy Services  5<sup>th</sup> Floor, PTI Building, 4, Parliament Street,  New Delhi - 110 001  Tel: 011 - 66506555  Fax: 011 - 23311735</p>
<p><b>Hyderabad</b>  <b>Lead-Talent Acquisition</b>  Tata Consultancy Services  Deccan Park, No. 1 software Units Layout,  Madhapur, Hyderabad - 500 061  Tel: 040 - 66572000  Fax: 040 - 66572222</p>	<p><b>Kolkata</b>  <b>Lead-Talent Acquisition</b>  Tata Consultancy Services  11th Floor, Omega Tower, Bengal Intelligent Park,  Plot - A2, M2 &amp; N2, Block EP &amp; GP, Sector -V, Saltlake  Electronics Complex, Kolkata - 700 091  Tel: 033 - 66366000  Fax: 033 - 66366001</p>
<p><b>Lucknow</b>  <b>Lead -Talent Acquisition</b>  Tata Consultancy Services  1/1, Vibhuti Khand, Gomti Nagar,  Lucknow - 226 010  Tel: 0522 - 6661001  Fax: 0522 - 6661001</p>	<p><b>Mumbai</b>  <b>Lead-Talent Acquisition</b>  Tata Consultancy Services  Yantra Park, Opp. Voltas HRD Trg. Center,  Subhash Nagar, Pokhran Road No. 2,  Thane( West), 400601  Tel: 022 - 67762000/2222  Fax: 022 - 67762190</p>
<p><b>Pune</b>  <b>Lead-Talent Acquisition</b>  Tata Consultancy Services  Niyati Tiara, Ground Floor,  S.No 103/A/1/129, CT5 1095, Nagar Road,  Yerwada, Pune - 411 006  Tel: 020 - 66087777  Fax: 020 - 65087107</p>	<p><b>Thiruvananthapuram</b>  <b>Lead - Talent Acquisition</b>  Tata Consultancy Services  Peepul Park, Technopark Campus  Karyavattom p.o.  Thiruvananthapuram - 695 381.  Tel - 0471- 2519400  Fax - 0471- 2519499</p>

  
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14

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